

# PUBLIC THEATER CODE OF CONDUCT

We are increasingly aware that disrespectful behavior, sexual harassment, sexual misconduct and systemic bullying are deeply embedded in our national culture including in the theater world. These behaviors are contrary to who we are and what we aspire to be.

Theater is an art form – the work can and should be challenging, experimental, exploratory and bold. Artistic freedom of expression is essential and the creative space must be a safe space. Our industry is broad – administrative work, auditions, rehearsals, technical work, late night working, parties, public-facing frontline work. We must also acknowledge, and not exploit, the blurred boundaries between work and social spaces.

The Public Theater is committed to providing a healthy and respectful work environment for everyone involved in bringing its mission to life. We make this commitment to you as a member of our Public Theater family. And we expect that you, too, will support that commitment through your actions. To that end, we have created the following *Code of Conduct* to provide you with guidelines on appropriate behaviors and processes. Any time you have questions, or if you want to report potential misconduct, you can reach out to the contacts listed at the end of this document.

In order to ensure sustainable change, we appreciate that we all must:

- Know harassment and misconduct when we see it.
- Know what to do when we experience or observe it.
- Examine our industry practices (meeting formats, communication standards, etc.) where bullying or bias is slipping in. Establish improvement interventions.
- Create a safe and supportive environment for people to share their concerns and experiences.
- Communicate and maintain supportive and effective reporting processes.
- Understand and uphold the reporting standards and guidelines for employees, contractors and guests.

**Please refer to our Harassment Policy found on the intranet, in the Employee Handbook, or in your new-hire packet. The Harassment Policy will be updated in the near future.**

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## **WE ACKNOWLEDGE THAT:**

**THIS IS ABOUT ABUSE OF POWER:** Harassment of any kind is about ABUSE OF POWER. Making people feel vulnerable, ashamed and marginalized is bullying.

**SHIFTING THE PARADIGM:** Shifting the paradigm requires that we all accept that some of our own behavior may still be rooted in old assumptions. The critical responsibility is that we all show willingness to hear and recognize the impact of our own actions. When we hear feedback that we have (even unintentionally) made someone uncomfortable, we commit to looking inward, becoming even more self-aware and adjusting any offensive behavior immediately.

**THIS WILL FEEL AWKWARD – FOR A WHILE:** Because we are all learning new behaviors together, we will stumble. We will blurt. We may even wish we could stop talking about this. But keeping this front and center is the only path forward.

**WE WILL WORK WITH EVERYONE TO MAKE IT BETTER:** In addition to providing the guidelines that follow, we will work with anyone who seems to misunderstand our expectations. Cooperation and an open mind are expected.

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## WHAT DOES DISRESPECTFUL CONDUCT AND SEXUAL HARASSMENT BEHAVIOR LOOK LIKE?

Avoid any behavior that marginalizes or diminishes your colleagues. We encourage everyone to directly address the issues with the individuals involved. If this feels too difficult or makes you uncomfortable doing so, here is a list of resources ready to support you. The list below is not all-inclusive, but it is meant to provide you with examples.

- **INAPPROPRIATE PHYSICAL CONTACT**. If in doubt, don't do it. If someone pulls away or asks you to stop it – STOP IT. Hugging and touching can imply a sense of intimacy that is not shared.
- **INAPPROPRIATE LANGUAGE**
  - Colleagues and co-workers are not girls, boys, gals, babes, sweeties, or honeys. Use people's proper names.
  - Colleagues should not be subject to judgmental gaze or commentary on clothing, bodies, sexiness, racial attributes, weight, prettiness or personality characteristics.
  - Co-workers are here to do a job, and not to brighten your day. As such they do not need to hear 'smile more,' 'lighten up' or 'calm down.'
  - Co-workers are here to work, not to discuss your or their personal lives or to engage in flirtatious behavior.
- **DISMISSIVE AND DISRESPECTFUL BEHAVIORS**
  - Interrupting or talking over participation in discussions is dismissive and just plain rude.
  - Co-workers are fully capable of making decisions related to their jobs. If we disagree with one another's decisions we are committed to discussing it with each other directly. We encourage each other to firstly address the concern with the individual involved to foster an honest and open community. However if you do not feel comfortable doing so please see resources below.
  - Making assumptions about gender, sexuality, race, religion of colleagues is disrespectful.
  - Giving public credit for work well done is a respectful way to acknowledge contribution. Taking unearned credit for work done by others diminishes a colleague's stature in front of others.
  - Shaming or public outbursts are threatening and have absolutely no place at The Public Theater. Both parties will immediately, in the moment, stop action and step away before an appropriate reset.

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**SUPPORT RESOURCES** – *If you experience or observe harassing or bullying behavior, these people are equipped to help. Reach out to anyone on the list with whom you feel comfortable:*

- Direct supervisor or Show Team (line producer, production manager, or company manager).
- Stage Manager or AEA Deputy.
- Maria Goyanes, Director of Producing and Artistic Planning – ready to support authors, directors, and other visiting artists.
  - [mgoyanes@publictheater.org](mailto:mgoyanes@publictheater.org); 212.539.8538
- Ruth Sternberg, Production Executive – here for our production crews and designers.
  - [ruth@publictheater.org](mailto:ruth@publictheater.org); 212.539.8568

- Jeremy Adams, General Manager – supporting our actors, stage managers, musicians, and run crews.
  - [jadams@publictheater.org](mailto:jadams@publictheater.org); 212.539.8702
- Shanta Thake, Director of Joe’s Pub – supporting our Joe’s Pub artists.
  - [sthake@publictheater.org](mailto:sthake@publictheater.org); 212.539.8540
- Director of HR – while position is vacant, contact Patricia Huie
  - [phuie@publictheater.org](mailto:phuie@publictheater.org); 212.539.8749

These people will handle this all sensitively and with discretion. The Public Theater is committed to treating all complaints seriously. Confidentiality will be respected when at all possible.

This Code of Conduct is a living document and will be periodically updated.