



STAFF
Jerry Rapier
Artistic Director
Cheryl Ann Cluff
Managing Director
Sarah Meservy
Education Coordinator

ANTI-DISCRIMINATION AND HARASSMENT POLICY, ADOPTED 8.16.18

For the purposes of this document “employee” means any employee, contracted artist, or volunteer.

Anti-Discrimination and Harassment

Discrimination or harassment in the workplace because of race, color, sex, pregnancy, childbirth or pregnancy-related conditions, age, religion, national origin, disability, sexual orientation, or sexual identity can be a violation of state and/or federal law; such conduct may result in disciplinary action up to and including termination.

If any employee believes that they have been subjected to any such discrimination or harassment, including sexual harassment (as explained below), the employee must notify their immediate supervisor. If for any reason, the employee feels unable to report to the immediate supervisor, the complaint shall be made to the Plan-B Theatre Company Trustee listed below. Additionally, any Plan-B Theatre Company employee who observes any violation of this policy involving other Plan-B Theatre Company employees must promptly report the potential violation to their immediate supervisor, or to the Plan-B Theatre Trustee Company listed below. An employee who brings a complaint in good faith will not be retaliated against. The complaint will be properly investigated, and any remedial action that is necessary and appropriate will be taken.

In addition, Plan-B Theatre Company employees may provide services from time to time in association with other persons who are not Plan-B Theatre Company employees. Plan-B Theatre Company employees must also refrain from harassing or discriminating against these other persons based on their sex or on any other of the protected characteristics listed above. Any Plan-B Theatre Company employee who observes any violation of this policy involving another Plan-B Theatre Company employee and a non-Plan-B Theatre Company employee must promptly report the potential violation to the Plan-B Theatre Company Trustee listed below. An employee who brings a complaint in good faith will not be retaliated against. The complaint will be properly investigated, and any remedial action that is necessary and appropriate will be taken.

Chris Curlett
Social Worker
907.250.2465
cjc895@gmail.com

Sexual Harassment

Sexual harassment can be a violation of federal and state law and violates Plan-B Theatre Company’s policy. Engaging in sexual harassment in any form may result in disciplinary action up to and including termination.

Sexual harassment may take various forms and may be verbal, physical, or visual. Sexual harassment may include repeated offensive sexual flirtations, advances or propositions, continual or

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Rebecca Chavez-Houck
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Melissa Salguero

We develop and produce
unique and socially conscious
theatre by Utah playwrights.

Plan-B Theatre
@ The Rose Wagner
138 W. Broadway
SLC, UT 84101
801.297.4200
planbtheatre.org



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repeated verbal abuse of a sexual nature, graphic verbal commentaries about individuals or individuals' bodies, degrading words or names, sexually suggestive displays, e-mails, pictures or objects in the workplace. A manager's, supervisor's, or co-worker's threat or insinuation, either explicitly or implicitly, that an employee's refusal to submit to sexual advances will adversely affect the employee's work environment or any conditions of the employee's employment may also be sexual harassment. While these examples do not provide a complete list of what may be deemed to be sexual harassment under the law, we believe that harassment problems will be avoided if we act professionally and treat each other with respect.

Other Discrimination and Harassment

Discrimination and harassment based on other protected characteristics may also violate federal and state law. As with sexual harassment, harassment based on other protected characteristics, such as race, religion, or disability, may also take a variety of forms. Plan-B Theatre Company employees must avoid all such discrimination and harassment.

Consequences of Violation

Plan-B Theatre Company employees who violate these discrimination and harassment policies will be subject to appropriate discipline, up to and including the possibility of termination, based on all of the circumstances as determined by Plan-B Theatre Company.

Any questions about this policy may be directed to the Artistic and/or Managing Director.

I ACKNOWLEDGE AND AGREE THAT I WAS GIVEN THE OPPORTUNITY TO READ AND EVALUATE THIS POLICY, AND TO ASK ANY CLARIFYING QUESTIONS.

BY SIGNING THIS AGREEMENT, I ACKNOWLEDGE AND AGREE THAT I UNDERSTAND THE PROVISIONS OF THESE POLICIES, AND THAT I MUST COMPLY WITH THEM.

DATE: _____

EMPLOYEE: _____

PRINT NAME: _____

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