



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

PRODUCTION STANDARDS (Adopted 08.16.18, updated 01.19.24)

Plan-B Theatre Company, an Equal Opportunity Employer, aspires to provide a workplace free of discrimination or harassment.

We are anti-racist and anti-racism.

We are anti-ableist and anti-ableism.

We support Black Lives Matter, Stop Asian Hate, LGBTQIA2S+ equality, gender parity, and bodily autonomy.

We acknowledge the Timpanogos, Newe Sogobia (Eastern Shoshone), Goshute, and Núu-aghatawv-pu (Ute) Nations as the original caretakers of the unceded land on which we create and share our work.

We strive to create a safe, welcoming and comfortable workplace where creativity is at the forefront.

We invite all artists working on this script to express themselves fully, as long such expression fits within the context of the production and does not compromise the safety or work environment of any other artist.

This form will be the opening pages of every draft of every script circulated for production, as well as those circulated for readings in The Lab, Theatre Artists of Color Writing Workshop, and Script-In-Hand Series.

Discrimination or harassment, based on the following grounds, and/or any combination thereof, is not acceptable during any interaction with any other artist, including but not limited to in-person or electronic communication, inside and outside of work hours, for the full duration of the artist's formal and informal professional relationship with Producer.

- Age
- Ancestry
- Appropriating another culture/ethnicity
- Association or relationship with a person identified by any grounds listed herein
- Citizenship

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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PRODUCTION STANDARDS, PAGE 2 (Adopted 08.16.18, updated 01.19.24)

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- Color
- Creed (religion)
- Disability (including mental, physical, developmental or learning disabilities)
- Epithets, slurs, remarks, jokes or innuendo related to any grounds listed herein
- Ethnic origin
- Exclusion based on a disability
- Family status (including a parent-child relationships)
- Gender
- Gender identity
- Gender expression
- Imitating a disability
- Marital status (including married, single, widowed, divorced, separated or living in a conjugal relationship outside of marriage, whether in a same-sex or opposite-sex relationship)
- Mocking of a disability
- Race
- Religion
- Place of origin
- Posting or circulating images, graffiti or material that are demeaning in relation to any grounds listed herein
- Sex (including pregnancy and breastfeeding)
- Sexual orientation
- Socio-economic status

These specific acts are also unacceptable:

- Abuse of power
- Bragging about sexual prowess or questions or discussions about sexual activities
- Demands for dates or sexual favors
- Propositions of physical intimacy
- Leering or inappropriate staring
- Unwelcome physical contact

If a production includes scenes that depict intimacy or violence, including violence of a sexual nature, special care will be taken during auditions, rehearsals and performances as follows:

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- Producer will ensure audition announcements include specific information about these scenes.
- Producer will ensure actors are fully informed and agree to these scenes/content prior to casting.
- Producer will ensure proper notice (at least 24 hours) will be given to all those involved in such scenes regarding when the first rehearsal will occur.
- Producer will ensure first rehearsals of these scenes occur in a closed rehearsal, without designers present.
- Actors agree to strictly follow established blocking and choreography in these scenes during all rehearsals and performances and to graciously accept reminders from stage management if variation occurs.

Accessibility accommodations will be made as needed in auditions, rehearsals, and performances. The request of such accommodations will not affect employment.

In addition to the list above and commonly known and understood epithets and slurs, the racist and ableist terms listed below have no place at Plan-B. If you wonder if something you are accustomed to saying should be on this list, please err on the side of caution and assume the answer is yes. *This list is not intended to be all-inclusive and will be updated as needed.*

- Thug
- Grandfather clause
- Ch*nk in the armor
- Open the kimono
- Gypsy or gyp
- Peon
- No can do
- Sold down the river
- Fuzzy wuzzy
- Plantation shutter/blinds/-style weddings, etc.
- Welfare queen
- Shuck and jive
- Long time no see

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- The peanut gallery
- Uppity
- Cracking the whip
- Whip 'em into shape
- Paddy wagon
- Mumbo jumbo
- Bottom of the totem pole
- Sit Indian style
- Eskimo
- Off the res/reservation
- Any variation of Pow-Wow
- Blind spot
- Crip
- Crippled
- Lamé
- So dumb
- Retard
- Retarded
- Deaf and dumb
- Falls on deaf ears
- Are you blind?
- Are you deaf?
- Did I stutter?

Please find substitutes for crazy/insane (we recommend wild), paralyzed, and blind spot.

If any employee has been subjected to any discrimination or harassment, the employee should follow the reporting process explained in Plan-B's Anti-Discrimination and Harassment Policy.

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