



Dreamland Arts
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RESPECT IN THE WORKPLACE POLICY

Welcome to Dreamland Arts. We want to provide a healthy working environment based upon collaboration and respect for everyone who participates in our activities.

In our ongoing work, we strive to create a culture of respect in all areas of the theater. We are committed to maintaining a professional workplace that respects the dignity of every individual. Treating others with respect and dignity ensures a healthy and productive work environment free from discrimination, disrespectful and inappropriate behavior, harassment, retaliation, sexual harassment and violence. Any form of harassment is prohibited and will be taken seriously.

While we recognize that the nature of theater is to examine topics that are controversial, complex and even provocative, those who work in the theater have a right to be free of the threat or presence of any type of discrimination and harassment.

Background:

In our work, we strive to create a culture that is safe for all. Harassment may occur because of a person's gender or sexual orientation; however harassment also may occur around race, age, religion, national origin, or disability. Harassment can be either done (in conduct) or said (in comments). Conduct or comments become harassment when they are offensive and unwelcome to others. Conduct or comments may be harassment even though the person doing or saying them thinks they are making a joke, or has the permission of all others involved. Please note: People do not always show when they are offended. If you are uncertain whether your conduct or comments will be offensive, the best practice is to refrain. We ask that everyone recognize that intention is not the same as impact, and to first consider the impact that your actions or comments may have on others.

Examples of Harassment:

Examples of harassment may include but are not limited to:

- Unsolicited verbal sexual comments, suggestive comments or repeated propositions
- Bullying, which is a persistent pattern of mistreatment from others that causes harm (e.g. spreading rumors or gossiping, ostracizing or negatively using influence to control another person's conduct)
- Sexist remarks about an individual's body, manner or sexual activities
- Petting, pinching or unnecessary touching
- Subtle pressure for sexual activity
- The display in the workplace of sexually suggestive objects or pictures, including nude photographs
- Unwanted staring or leering
- Physical assault

- Demanding sexual favors accompanied by implied or overt threats of preferential treatment with regard to an individual's employment
- Granting employment benefits or opportunities because of an individual's submission to sexual advances or favors

What you should do if you see or experience harassment:

If you see or experience harassment, you should immediately report it. Do not wait until you cannot tolerate the harassment any longer. The full cooperation of everyone who works for this theatre is needed to keep our workplace free of sexual or other types of harassment. We are striving to create a culture free of harassment, and need the cooperation of all. We encourage all participants to bring forward any feeling or experience of harassment, so that we may continue to work towards a healthy and safe work environment for all.

If harassment recurs after you have made a report, it is particularly important that you report it again. We are determined to stop any harassment immediately, and we cannot know that it is continuing, despite our efforts to stop it, without your report.

How to report harassment:

If you feel comfortable doing so, we encourage you to first directly address your concern with the individual(s) involved. This helps to foster an honest and open community and is often the fastest path to a resolution.

If you are not comfortable directly addressing the individual(s) involved, or if no resolution is found, your next points of contact can be the staff of the group that is producing your event, or a staff member at Dreamland Arts. These individuals are available to confidentially help you resolve any concerns or issues that may arise. We encourage complaints to be made in writing when possible. You may report the issue to the person with whom you feel most comfortable.

You will not be penalized for reporting harassment:

Dreamland Arts is committed to providing a supportive environment for anyone who reports sexual or any type of harassment. No one will be permitted to retaliate against you. Nor will it be used to negatively determine our decision to work with you in the future.

This policy will be shared in all contracts and will be posted on call boards. We will continue to strive to create a workplace culture of respect.

Listen with the intent to understand:

Be as respectful as possible when initiating conversations about instances where individuals fall short of our principles of respect. For those receiving input about offenses, please receive that information with openness, humility, and a mindful awareness of one's own tendency to react defensively; maintaining an awareness of the difference between intention versus impact and the need to focus on impact within these discussions.

Dreamland Arts thanks the [Minnesota Theater Alliance](#) for the Template: Artist Policy Respect in the Workplace in crafting this policy.