

Davis & Elkins College Theatre & Film Program

Code of Conduct for Class, Rehearsal, and Performance Spaces

In order to foster a culture of professionalism, personal responsibility, inclusiveness, and safety, the Davis & Elkins College Theatre & Film Program has established the following rules of conduct. These rules apply to *all* individuals participating in productions, including cast, crew, and creative team members.

Violation of any one (1) of the rules listed below—whether during class, designated rehearsal times, performances, or while present in theatre spaces—may result in *immediate* dismissal from a production or prohibition from future performances.

The decision to dismiss or prohibit students is at the discretion of the faculty, and in egregious cases, need not be anticipated by a warning.

1. Inappropriate or Non-Consensual Comments

All communication must remain respectful and appropriate for a collaborative, educational environment. This includes refraining from making sexual, offensive, discriminatory, or otherwise inappropriate remarks—especially those directed at or about another person's identity, appearance, or *personal boundaries*. Consent and mutual respect in all conversations are mandatory.

2. Inappropriate or Non-Consensual Physical Contact

Any physical interaction—on or off stage—must be *fully consensual* and safe. Physical boundaries must be respected at all times. Choreographed intimacy or physicality must only occur under appropriate supervision and with prior consent from all involved.

3. Harassment and/or Bullying

Any form of harassment, bullying or repeated negative behavior is strictly prohibited. Harassment and/or Bullying is considered the creation of a hostile environment by conduct or by threats, intimidation, or abuse, including cyberbullying, that has or would have the effect of unreasonably interfering with a student's performance or well-being.

Retaliatory actions and speech (including gossip) may be considered harassment or bullying if they adhere to the description above.

4. Disrespectful Behavior Toward Theatre Spaces

Professionalism extends to both people and places. Disrespectful behavior includes, but is not limited to: damaging property, leaving shared spaces in disarray, or failing to follow posted guidelines for rehearsal or performance venues.

5. Failure to Fulfill Production Responsibilities

Theatre is a collaborative discipline that relies on the reliability and commitment of each participant. Behaviors that compromise the rehearsal or production process—such as excessive tardiness, unexcused absences, failure to memorize lines or cues in a timely manner, and not completing assigned production work—are grounds for removal. Attending rehearsal under the influence of drugs or alcohol is likewise unacceptable. All deadlines and expectations communicated by faculty, the design team or stage management must be taken seriously.