

INTER-ACTING CODE OF CONDUCT

At Inter-Acting, we are committed to creating a safe, inclusive, and respectful environment for all members of our community. We expect all members to adhere to the following code of conduct:

1. **Respect:** We expect all members to treat each other with respect, kindness, and courtesy. Discrimination, harassment, bullying, or any other form of abusive behavior will not be tolerated.
2. **Professionalism:** We expect all members to act in a professional manner at all times. This includes being punctual for rehearsals and performances, communicating clearly and respectfully with other members, and honoring commitments made to the company.
3. **Collaboration:** We expect all members to work collaboratively and constructively with each other, valuing and utilizing the diverse skills and perspectives of all team members.
4. **Safety:** We expect all members to prioritize safety at all times. This includes following health and safety protocols, respecting boundaries, and reporting any concerns to the appropriate person.
5. **Creativity:** We expect all members to embrace creativity and to contribute positively to the artistic vision of the company.

Consequences/Escalation Process:

- A) Any violation of the code of conduct will be taken seriously, and the matter will be brought to the attention of the company's leadership team.
- B) Depending on the severity of the violation, the leadership team may decide to address the issue through a conversation or meeting with the individual(s) involved, or through a formal warning or suspension.
- C) In cases of repeated or serious violations of the code of conduct, the leadership team may decide to terminate the individual's involvement with the company.

We believe that by adhering to this code of conduct, we can create an environment that is welcoming, inclusive, and supportive of all members of our community.