

## **Dirt Code of Conduct:**

### **Anti-Harassment Policy:**

- The Dirt is a respectful learning environment, free from Harassment and Discrimination.
- The Dirt observes and upholds the Ontario Human Rights Code.
- If an enrolled student's behaviour is distracting and/or negatively impacts the class, The Dirt has the right to ask the student to leave class and/or the term.
- A complaint that is filed against another student or Dirt instructor will be dismissed if it is found to be made for improper purposes or made in bad faith.

### **Boundaries (involving students, instructors, staff):**

- Enrolled students have the right to say yes or no to any scene that is offered to them. If students are uncomfortable with the subject matter or the fellow actor assigned, the scene or the partner can be changed.
- Enrolled students acting in scenes involving physical intimacy will be required to communicate to each other and the instructor before the scene is performed. This discussion is to ensure that there is individual consent and mutual agreement on what intimacy is required to serve the story.
- We understand that through this work intimate relationships can develop between actors. If these relationships, or the pursuit of them, become distracting or negatively impact the class, The Dirt has the right to ask the student(s) to leave class and/or the term.
- Dirt instructors and staff will not develop sexual relationships with enrolled students.

### **Diversity, Equity, Inclusion and Reconciliation:**

- Dirt instructors and staff will be mindful and respectful of Diversity, Equity, Inclusion and Reconciliation with respect to class culture, content and studio programming.

### **Assistance:**

If you have questions about the Code of Conduct, or would like to report an issue, please contact any of the following people:

Cynthia Chan, Administrative Director ([info@dirtunderneath.com](mailto:info@dirtunderneath.com))

John Gordon, Artistic Director + Acting Instructor ([john@dirtunderneath.com](mailto:john@dirtunderneath.com))

Shaun McComb, Acting Instructor ([shaun@dirtunderneath.com](mailto:shaun@dirtunderneath.com))