



## Code of Conduct Policy

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### Purpose and Commitment

Olathe Civic Theatre Association (OCTA) is committed to providing a safe, inclusive, respectful, and professional environment for all participants, including patrons, performers, volunteers, staff, board members, and guests. Bullying, harassment, and intimidation are inconsistent with OCTA's values and will not be tolerated.

This policy applies to all OCTA-sponsored activities, including rehearsals, performances, meetings, classes, auditions, social events, and online communications related to OCTA.

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### Code of Conduct Summary

All participants in OCTA activities are expected to:

- Treat others with respect and professionalism
- Follow direction without abuse of authority
- Refrain from gossip, intimidation, or exclusionary behavior
- Respect personal boundaries and consent
- Use inclusive language
- Report concerns without fear of retaliation

Participation in OCTA activities constitutes agreement to follow this policy. Violations may result in removal from a production or organization activities.