

BRISTOL IMPROV THEATRE CODE OF CONDUCT

At the Bristol Improv Theatre, we are committed to creating spaces where difference is celebrated and everyone has a right to be accepted, encouraged and respected.

We strive to actively make positive change through a continuous collaborative process with those we work with, with clear feedback channels and this code of conduct.

When using our spaces, we expect you to:

- 1. Treat each other with respect, kindness and dignity.**
- 2. Seek to understand, communicate, and respect different emotional & physical boundaries.**
- 3. Accept that your words and actions may not be received in the spirit with which they were intended.**
- 4. Hold yourself accountable and take responsibility when your words or actions have impacted others.**
- 5. Commit to resolving conflict peacefully using compassion.**

The Bristol Improv Theatre has a zero tolerance policy towards:

- Bullying
 - Violence
 - Intimidation
 - Harassment
 - Discrimination and Hate Speech - including, but not limited to:
 - Racism
 - Sexism
 - Homophobia
 - Transphobia
 - Ableism
 - Ageism
- Persons engaging in these behaviours are not welcome here, and will be removed from the premises.

If you are aware of someone breaking these guidelines, have a concern or complaint, or have been made to feel unsafe, please let us know so that we can take action. You can:

- Speak to any member of staff or any theatre school instructor.
- Email safespace@improvtheatre.co.uk to reach our safespace officers.
- Complete our anonymous reporting form, monitored by the safespace officers, using the QR code to the right. (URL: <https://forms.gle/dn2h86Dkz3zBF2c68>)



All concerns and complaints will be confidential and consent will be sought before further action is taken.

We welcome feedback and there will be no repercussions for anyone who raises concerns.