

## Code of conduct Studio Engine Off

- 1 **Respect and Inclusivity:** We value and respect every individual regardless of their background, identity, or beliefs. Discrimination, harassment, or any form of disrespectful behavior towards others will not be tolerated.
- 2 **Professionalism:** We uphold the highest standards of professionalism in our interactions with colleagues, performers, volunteers, and audience members.
- 3 **Safety and Well-being:** The safety and well-being of everyone in our workplace are paramount. We prioritize creating a safe environment by adhering to safety guidelines, reporting hazards promptly, and supporting each other's physical and emotional well-being.
- 4 **Integrity and Accountability:** We conduct ourselves with honesty, integrity, and accountability in all our actions and decisions. We fulfill our duties diligently, avoid conflicts of interest, and act in the best interests of Studio Engine Off Theater Foundation.
- 5 **Respect for Physical Boundaries and Emotions:** We recognize and respect personal physical boundaries and emotional boundaries of individuals within our workplace. Physical contact should be consensual and appropriate, and individuals should refrain from invading personal space or engaging in behavior that makes others uncomfortable. Additionally, we acknowledge that emotions can vary among individuals, and we strive to be empathetic and considerate of others' feelings. Bullying, intimidation, or manipulation of emotions will not be tolerated. We create a supportive environment where individuals feel safe expressing their emotions and seeking support when needed.
- 6 **Ethical Behavior:** We adhere to ethical standards in all aspects of our work, including interactions with colleagues, performers, partners, and audience members. Unethical behavior, such as dishonesty, plagiarism, or exploitation, will not be tolerated.
- 7 **Conflict Resolution:** We strive to resolve conflicts and disagreements in a constructive and respectful manner. We address issues promptly and seek mutually acceptable solutions through open communication and mediation.

By adhering to this code of conduct, we contribute to fostering a positive, inclusive, and respectful workplace culture at Studio Engine Off Theater Foundation. Violations of this code may result in disciplinary action, up to and including termination of employment or contract.