CREATING ENVIRONMENTS WHERE ADULTS TAKE ACTION

PREVENTING SEXUAL MISCONDUCT
LEARNING OBJECTIVES

▸ Define behaviors along a continuum

▸ Understand how to use policies and practices to create environments safe from sexual harm

▸ Learn critical strategies to consider when developing policies and practices
WHAT’S OKAY AND NOT OKAY

EXERCISE:

- Take two or three index cards.
- On each, briefly describe an incident you either witnessed, heard about, or could imagine happening in a theater that caused you concern or discomfort.
EXERCISE: HOW TO TALK TO SOMEONE ABOUT THEIR BEHAVIOR

▸ Describe what you saw or heard
  ▸ Facts: no interpretations or judgments

▸ Express feelings or opinions clearly
  ▸ How were you impacted

▸ Set a boundary

▸ Instructions: Working in pairs, take turns having this conversation. One of you raises concerns, the other responds to those concerns. Then trade roles.
MOVING BEYOND BEHAVIORS:

- What situations can increase risk?
- What environments might be riskier?
IDENTIFYING RISKS:

EXERCISE:

- Break into small groups of no more than three people. Based on what you are learning, identify at least two or three things you need to consider or address to create a safer environment in your theater.
USE POLICIES AND PRACTICES TO:

- Create guidelines for interactions
- Define your concern resolution path
- Define a ladder of consequences
- Improve your hiring practices
DEFINE GUIDELINES FOR INTERACTIONS

- Proactively communicate about the environment you are creating
- Emphasize role and responsibility for everyone
- Clarify impact matters, not intent
- Go beyond the law
- Use examples to illustrate
ADDITIONAL CONSIDERATIONS

- Two adult rule
- Limits on one on one contact
- Social media guidelines
- Use of photographs or video
- Out of program contact
DEFINE YOUR CONCERN RESOLUTION PATH

- Levels of response
- Define when to make written reports and what happens to these
- Address confidentiality
- Address fear of retaliation
- Provide skills training and coaching as needed
- Embed throughout organization
DEFINE A LADDER OF CONSEQUENCES

- Point out, redirect, apologize
- Direction to stop the behavior
- Training
- Verbal or written warning
- Suspension
- Termination
- Reporting to authorities for prosecution (if criminal)
INCORPORATE IN HIRING PRACTICES

- Use scenarios in interviews
- Provide guidelines as part of application process
- Require applicants/hires to sign off on having:
  - Read
  - Understood
  - Agreed to abide by policies
RESOURCES

‣ Minnesota Theater Alliance website
  ‣ Respect in Workplace Policy
  ‣ Chicago Theatre Standards
  ‣ Guidelines for Youth

‣ Stop It Now!
  ‣ www.stopitnow.org
  ‣ Helpline: 1-888-PREVENT
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