

**Fredericksburg Theatre Ensemble**  
**Code of Ethics. Code of Conduct**  
*Submitted by the FTE Ethics Committee*

As a 501c3 non-profit, Fredericksburg Theatre Ensemble (FTE) plays a pivotal role in providing arts, culture and volunteer opportunities in our community. As such, our ability to provide quality theatre productions depends upon the ethical conduct of the organization, and its volunteers.

**CODE OF ETHICS**

This Code of Ethics is intended as a guide for the conduct of all volunteers of the Fredericksburg Theatre Ensemble:

- Respect - Due regard for the feelings, wishes, rights and property of fellow volunteers.
- Integrity- Being honest, dependable and accountable.
- Teamwork - Work together to ensure successful events and productions in a safe environment.

The Fredericksburg Theatre Ensemble is committed first and foremost to our artists. Whether actors, technicians, crew or staff, they are the soul of this important effort. We must constantly seek to protect them utilizing the above ethics. Toward this same effort, we lay out behaviors we find to be inappropriate and contrary to our very purpose. All volunteers must read, understand and sign.

**CODE OF CONDUCT**

In order to create an environment for our artists to thrive we must actively fight against ethical wrong-doing. The activities outlined below are *strictly prohibited*.

- Actual or threatened violence, bullying or harassment (verbal, physical, or online/digital) of any patron or other participant connected to FTE.
- Sexual or gender-based harassment of any kind. This includes unwelcome advances, verbal or nonverbal conduct and non-consensual touching (in-person or online/digital).
- The use of abusive or offensive language toward another or in the proximity of any patron or other participant connected to FTE. This includes language, references, and jokes that are demeaning in any nature as outlined in the Ethics Section.
- Possession of dangerous, unauthorized or illegal materials such as explosives, firearms, weapons, drugs or other similar items on FTE's property or the property of our venues.
- Conduct that endangers the life, safety, health or well-being of any patron or other participant connected to FTE. For instance, ignoring a safety director during choreography.
- Disrespect or displaying a lack of respect, esteem or courteous regard. To behave with contempt or disregard for the personhood of others.
- Disclosure of Confidences, or the action of making new or privileged information known against the will of the subjects, with the exceptions threats of/harm to self or others.

- Dishonesty or deceitfulness shown in someone's character or behavior (to include lying, cheating or stealing).
- Discrimination or the unjust or prejudicial treatment of different categories of people or things, especially on the grounds of age, disability, race, religion, sex, gender identity, sexual orientation, religion, national origin or language (for a complete list please see FTE Ethics Committee Handbook).
- Bullying or seeking to harm, intimidate, or coerce (someone perceived as vulnerable).
- Any conduct, on or beyond FTE property, that could hinder the execution of an FTE production. For example, showing up to a performance drunk or injuring a volunteer resulting in an inability to perform.
- Failure to follow any policy, procedure or expectation as set by the FTE Board of Directors and/or the director of the show. This includes behaving with disrespect toward production leaders or failing to meet commitments.
- Any conduct which hinders the team or team's mission.

The behaviors and conduct within this document are not all-encompassing. Any reported behavior determined by the ethics committee to be in violation of the ethics or conduct are prohibited as well.

Any participant who violates this code is subject to discipline, up to and including removal from an existing production, probation or barring from future involvement with FTE and/or, if necessary, contacting law enforcement. The undersigned understands the above and agrees to not partake in these behaviors.

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Guardian Signature: \_\_\_\_\_

*(For volunteers under 18 years old)*

Date: \_\_\_\_\_

To make a formal complaint visit <https://forms.office.com/r/tDQqq5sG6q> or e-mail [ethicscommittee@fredtheatre.org](mailto:ethicscommittee@fredtheatre.org)

*Disclaimer: You may opt to not sign the Code of Ethics, just note that you will be unable to volunteer with FTE. You can support FTE by purchasing a ticket to an upcoming production or by making a donation.*