

CODE OF CONDUCT

Promethean Theatre Ensemble cultivates space that is safe and equitable for all artists that work with us. We expect all collaborators and audience members to adhere to this code through their words and actions. Bullying, harassment, intimidation, or retaliation of any kind will not be tolerated. We follow the [Not In Our House Chicago Theatre Standards](#) as well as our own Bill of Rights.

Promethean's Bill of Rights*

Promethean staff, artists, and guest artists, especially those from historically discriminated groups, have the right to their own voices, including the rights to:

1. Self-define and self identify
2. Be recognized as three dimensional human beings, and not be asked to be two dimensional in interpretation of character
3. Not be asked to acquiesce to representations that play on othering, such as violent or hyper-sexualized stereotypes
4. Not be used or expected to be the sole expert on a project in terms of ethnicity/race, religion, gender, or sexuality
5. Criticize policies

Furthermore, Promethean supports the right of under-represented groups to: Tell a wide variety of stories, recognizing that all groups have many stories to tell across genres.

This is a living document. We encourage all artists to reach out to a Promethean Ensemble Member if you have questions, concerns, or additional thoughts.

**Promethean's Production Bill of Rights is inspired by Silk Road Rising and Golden Thread Productions
<https://www.americantheatre.org/2017/09/29/middle-eastern-american-theatre-on-our-terms/>*

Statement of Values

We Approach Our Work As An Ensemble

- We work to use words intentionally and with care.
- We make space for disagreements and honor that not everyone needs to agree.
- We endeavour to keep feedback collaborative and useful.

We Champion A Diversity of Voices

- We welcome the opportunity to get to know fellow artists as individuals.
- We allow artists to self-identify.
- We honor and respect people's pronouns and gender identities.
- We invite artists to criticize Promethean's policies, and to let us know what is working.
- We seek to treat each other with care and respect.
- We strive for curiosity over judgment.

Conflict Resolution Path

In many cases, the most constructive path to conflict resolution is through direct and respectful communication between the parties involved. However, in cases where this is not possible or not appropriate, the following escalation path is available to ensure complaints or concerns are heard and addressed.

- Issues may be brought to one of the below Promethean representatives.
 - Promethean has three show positions specifically assigned for anyone to raise concerns: Non-Equity Deputy, Director, and the Stage Manager.
 - The person raising the concern may ask to remain anonymous. Promethean will honor this request unless it prohibits resolution.
 - The Promethean representative will discuss the next steps in the process with the individual(s) involved.
- All concerns raised to the Promethean representative will be brought to the attention of the Artistic Director and to the show Production Manager, **except if** these individuals are the subject of the concerns. In the event that a concern arises involving the Artistic Director or Production Manager, the complainant may contact any member of Promethean's Ensemble (roster available at PrometheanTheatre.org) or to our Board President.
- Promethean will work to respect the comfort levels of all parties involved and assist the parties to resolve the conflict without further intervention when possible.
- As needed, Promethean will collect any evidence necessary to resolve the conflict. This can include, but is not limited to: statements from individual(s) involved, witness statements, screenshots or copies of written communications, etc.
- Promethean will work to resolve the concern in a timely fashion.
- If the issue cannot be resolved between the parties, the Production Manager and an Ensemble Member will help with mediation between the parties as necessary.
 - The Production Manager, Artistic Director, and/or Board President will determine if the situation has been appropriately addressed in accordance with this conflict resolution path.