



# Bexar Stage Anti-Harassment Policy

Our goal is to provide a workplace and learning environment where each member of the Bexar Stage community feels respected, valued, and comfortable. To preserve this space, Bexar Stage will not tolerate harassment or other abusive behavior by anyone including: employees, students, instructors, visitors, and audience members.

The term “harassment” means unwelcome conduct — whether verbal, physical, or visual — that is so severe or pervasive that it unreasonably interferes with an individual’s participation in Bexar Stage shows/programs, or creates an intimidating, hostile, or offensive educational or working environment. This conduct is inappropriate and unacceptable, whether based upon or derisive of a person’s race, color, ancestry, religion, sex, national origin, age, disability, military status, marital status, sexual orientation, gender identity, or other legally protected characteristics or conduct. All employees, instructors, performers, and students have a responsibility to keep Bexar Stage free of any such harassment.

Bexar Stage’s policy also specifically prohibits sexual harassment. “Sexual harassment” means unwelcome sexual advances, requests for sexual favors, sexually-motivated physical contact, or other verbal or physical conduct or communication of a sexual nature where:

- Submission to that conduct or communication is made a term or condition of employment or status as a performer at Bexar Stage, either explicitly or implicitly; or
- Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual’s employment or status as a performer at Bexar Stage; or
- Such conduct or communication that unreasonably interferes with an individual’s job or performance, or creates an intimidating, hostile, or offensive environment.

Sexual harassment also includes sexual assault. No one involved with Bexar Stage may request or require a student, performer, employee, or instructor to submit to sexual harassment as a condition of receiving any benefit or avoiding any detriment. While there are limits to what we can help with outside the walls of our classrooms and theatre, we ask you to advise us as situations arise so that we can identify patterns in behavior and address them to the best of our ability.

Under no circumstances should you be expected to tolerate unwelcome sexual attention or advances from an instructor, TA, fellow student, or anyone at Bexar Stage, whether that happens inside or outside class, online, via text, or any other method.

Bexar Stage policy expressly forbids any romantic or sexual relationship between an instructor/TA and their student or between a coach and a player on a team that he/she coaches. In the event that a relationship arises, it must be disclosed to management immediately, and any response from the theatre will favor the continued participation of player or student.

In the event that you experience any behavior described above, is best if you can communicate with your instructor/TA/coach right away. If for any reason you feel uncomfortable or unsatisfied communicating with either your instructor/TA/coach, we encourage you to contact Ariana Cuellar at [BexarAriana@gmail.com](mailto:BexarAriana@gmail.com). You may also submit your complaint anonymously via the form on our website.

I have read and will adhere to the Bexar Stage Anti-Harassment policy.

**Student/Performer**

**Name (Printed)** \_\_\_\_\_

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

**Coach/Instructor**

**Name (Printed)** \_\_\_\_\_

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

**Bexar Stage** \_\_\_\_\_