



Volunteer Bill of Rights & Code of Conduct

July 27, 2021

As a volunteer at Live Arts, you have the right to:

- A safe and supportive creative environment free from harassment, intimidation, discrimination, or violence of any kind, including racism, sexism, homophobia, transphobia, ageism, and ableism.
- Be treated as a whole person, and with respect.
- Ask for what you emotionally and physically need in order to work, and for those needs to change during the creative process.
- Speak up if you witness or otherwise experience inappropriate or harmful behavior from volunteers, staff members, board members, or patrons.
- Stay home when you're sick (and you should!).
- Acknowledge how personal, local, or world events are impacting you and your capacity to be fully present in your work, and to have needs resulting from that impact met.
- Turn down any direction, note, role, or suggestion that makes you uncomfortable.
- Stop any meeting or rehearsal if you feel something dangerous or harmful could occur.
- Have your stated pronouns used at all times in all spaces, and to correct those who get them wrong.
- Have your name pronounced correctly, and to correct those who get it wrong.
- Exercise any of the above without fear of repercussions or impact on any possible future opportunities with Live Arts.

As a volunteer at Live Arts, we ask that you:

- Recognize and speak up if you witness bullying, sexual harassment, racism, homophobia, transphobia, ableism, ageism, xenophobia, and other forms of discrimination.
- Report to Live Arts staff (production manager/volunteer coordinator, education director, artistic director and/or executive director) if you experience or encounter discrimination, harassment, or other oppressive behaviors (such as inappropriate physical contact, inappropriate language, dismissive and/or disrespectful behaviors). If you prefer, you have the option to report securely and anonymously online at livearts.org/volunteer.