



POLICY AGAINST HARASSMENT & MISCONDUCT

Kismet Arts Studio & Theatre, its instructors, managers, staff, and volunteers are committed to maintaining a safe and supportive environment. The focus of Kismet Arts is to educate, perform, inspire, and foster growth. Kismet Arts believes that with respect, communication, and empathy, the community can create an environment that prioritizes safety while also doing work of the highest quality.

It is the policy of Kismet Arts to maintain an environment free from misconduct, including but not limited to, sexual, racial, ethnic, religious, age-based, disability, sexual orientation, and gender expression harassment. Such harassment is expressly prohibited. No individual shall be subjected to any unwelcome conduct that is or known to be offensive.

Kismet Arts has a zero-tolerance policy for misconduct. Misconduct can take many forms, and includes but is not limited to:

- Physical misconduct which can include kicking, hitting, pushing, and taking away belongings.
- Verbal misconduct which includes name calling, mocking, and making offensive comments.
- Emotional misconduct which includes isolating an individual or spreading rumors about them.
- Cyber-misconduct where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media.
- Racist misconduct occurs when bullying is motivated by racial, ethnic, or cultural prejudice.
- Sexual misconduct is where someone makes unwanted physical contact or makes sexually abusive comments.
- Homophobic and biphobic misconduct occurs when motivated by a prejudice against lesbian, gay or bisexual people.
- Transphobic misconduct occurs when motivated by a prejudice against people who identify as trans.
- Disablist misconduct occurs when motivated by a prejudice against people with any form of disability.
- Sexist misconduct occurs when motivated by a prejudice against someone because of their gender.

When alleged misconduct or harassment is reported, Kismet Arts may conduct an investigation. The extent, timing, and scope of such investigation will be at the sole discretion of Kismet Arts and the Managers.

Where misconduct has occurred by an instructor, staff member, student, or volunteer, Kismet Arts may take disciplinary, educational, or other corrective action. This may include but is not limited to termination of employment, immediate dismissal from class with no refund, or to suspend and/or permanently withdraw anyone from participating in some or all Kismet Arts related activities, with or without cause.

Depending on the circumstances, the offending person(s) may be required to submit a written apology to those they have targeted.

Current or prior permission to take classes, perform, or enter Kismet Arts property is not a promise or guarantee of future permission. The reinstatement of any permission to participate in Kismet Arts activity will be at the sole discretion of the Managers of Kismet Arts.

NO RETALIATION

There will be no retaliation against an individual who has complained about or reported alleged misconduct or who has cooperated with any investigation of alleged misconduct, regardless of the outcome of the investigation. Any individuals who feel they have been the victim of or threatened with retaliation should immediately inform the Managers of Kismet Arts. Any person who retaliates against another person who reports or complains, or who assists Kismet Arts with an investigation, shall be deemed to have violated this misconduct policy and to have engaged in misconduct.

REVISIONS

Kismet Arts Studio & Theatre may, from time to time, revise this policy at its discretion without notice.