

Conduct Standards

Spokane Children's Theatre (SCT) Conduct Standards, along with the Anti-Harassment Policy, have been developed with the best interest and safety of all SCT participants and for the protection of SCT staff and volunteers. The purpose of these standards is to communicate the conduct and behavior which is, and is not, appropriate at SCT activities. Compliance with the following is mandatory, and any violation thereof is grounds for termination and exclusion from SCT activities.

Staff refers to employees, board members, directors, choreographers, and any other volunteer, whether paid or not. These standards pertain to rehearsals, shows, meetings, or any SCT event.

1. Staff shall appear clean and appropriately attired.
2. Staff shall respond to all children and adults with respect and consideration, and treat all equally regardless of gender, race, religion, or culture.
3. Staff shall portray a positive role model by maintaining an attitude of respect, loyalty, patience, courtesy, tact, and maturity.
4. Staff shall not exhibit abusive behavior toward fellow employees, parents, volunteers, patrons, and/or children including:
 1. Physical Abuse - strike, spank, shake, slap
 2. Verbal Abuse - humiliate, degrade, threaten
 3. Sexual Abuse - inappropriate touch or verbal exchange
 4. Mental Abuse - shaming, withholding love, cruelty
 5. Neglect - withholding basic care

Any type of abuse will not be tolerated and may be cause for immediate dismissal (see Anti-Harassment policy for more detail).

1. Profanity, inappropriate jokes, sharing intimate details of one's personal life, and any kind of harassment in the presence of children or parents is prohibited. Staff shall not bring, nor discuss inappropriate material (i.e., pornographic material).
2. Staff shall refrain from intimate displays of affection towards others in the presence of children, parents, and staff.
3. Alcohol can only be consumed by people of legal drinking age and only with special permission of the SCT Managing Director. Anyone intoxicated may be removed.
4. Using, possessing or being under the influence of illegal drugs is prohibited.
5. Smoking/Vaping or use of tobacco indoors prohibited. This is a non-smoking building by city ordinance and any smoking/vaping/tobacco use must be done outside and 30' from the building.

6. Staff shall use positive techniques of guidance, including redirection, positive reinforcement, and encouragement rather than competition, comparison, and criticism. Staff shall have age-appropriate expectations and set up guidelines and environments that minimize the need for discipline. Physical restraint is used only in pre-determined situations (necessary to protect the child or other children from harm) and is only administered in a prescribed manner and must be documented in writing.
7. Staff shall never leave a child unsupervised.
8. Under no circumstances should staff release children to anyone other than the authorized parent, guardian, or other adult authorized by the parent or guardian.
9. Staff shall respect children's rights to not be touched in ways that make them feel uncomfortable, and their right to say no. Children are not to be touched on areas of their bodies that would be covered by a bathing suit. Exceptions are made when spotting or instructing children in programs like gymnastics or theater stunts.
10. Staff shall not date SCT participants under the age of 18 years.
11. When practical, staff should not put themselves in a position where they are alone with a single child and cannot be observed by others. Outside of SCT activities, SCT staff are discouraged from being alone with children they meet at SCT activities.
12. Staff are required to report any violations of the Conduct Standards to their immediate supervisor.
13. Any and all convictions of a crime (other than minor traffic violations) are to be reported to the Managing Director for evaluation of eligibility for continued participation.