

NMSU THEATRE ARTS

FALL 2023 PRODUCTION CODE OF CONDUCT

While participating in *As You Like It* or *Carmela Full of Wishes*, we are governed by NMSU's policies, as well as our own community agreements.

NMSU does not discriminate on the basis of age, ancestry, color, ability, gender identity, genetic information, national origin, race, religion, serious medical condition, sex (including pregnancy), sexual orientation, spousal affiliation or protected veteran status in its programs and activities as required by federal and state equal opportunity/affirmative action regulations and laws and NMSU policy and rules.

NMSU also operates under Title IX.

Title IX prohibits:

1. Sexual misconduct (sexual violence)
2. Sexual harassment (discrimination on the basis of sex or gender)
3. Stalking
4. Domestic Violence
5. Dating Violence
6. Retaliation

We do not accept harassment in our collaborations.

We define harassment as unwelcome conduct that unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Examples of harassing conduct include: offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance.

Harassment includes, but is not limited to:

- a. Sexual harassment and harassment based on gender or gender identity.
- b. Racial or ethnic harassment.
- c. LGBTQ+ harassment.
- d. Harassment based on age, ability, marital status, heritage, personal appearance, family responsibilities, national origin, religious beliefs, or political affiliation.

Community Agreements

The following are a condensed list of the Community Agreements drafted by the Theatre Majors and Minors in Theatre Workshop on August 31, 2022. (Written suggestions that were not voiced aloud during the meeting were added as well.)

This is a living document, which we'll revisit together annually.

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We, the students, faculty and staff in the Theatre Arts Department, all agree to let these guide our interactions, and agree to follow the accountability process we've drafted to foster a healthy collaborative environment in the Theatre Arts Department. These agreements will also be shared with all visiting artists working with us on productions.

We agree:

- to treat others the way they want to be treated
- to have patience and respect
- to respect all places/backgrounds
- to remain aware of each other's and our own mental health, recognizing we may not know what others are experiencing in their personal lives
- to create a judgment-free zone/to proceed with curiosity over judgment
- to hold ourselves and others accountable, and to call attention to harmful behavior
- to create open and respectful communication among faculty, staff and students
- to listen without becoming defensive when we are called in
- to respect others' personal space
- to use professionalism when offering a response to a professional criticism
- to use compassion, and to give grace; we recognize people are not perfect; we all make mistakes
- to continue to educate ourselves with regards to the way explicit and implicit bias are impacting our interactions, so that we can make constructive changes to our interactions
- to welcome, seek out, and amplify diverse voices, bodies, and artistic truths
- to speak from the "I" and allow others to do the same

ACCOUNTABILITY & CALLING IN

Calling-In vs. Calling Out: We are operating under the assumption that we are a community, and we both want and need to collaborate and function as one. Our goal is to call attention to when community agreements are not being followed, when we foresee a problem, when a blind spot causes unintended consequences, when tension is created, when harm is caused-- in order to collaborate better, to improve our relationships, and to make our community stronger, and not to ostracize or shut someone out.

To this end, we will begin the process of accountability with direct communication whenever possible. We recognize that there may be times when status or other factors may stand in the way of this direct communication. Each production will have a "deputy," voted on by the cast, who will communicate concerns to student reps and faculty/staff, when concerns arise.

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