



Code of Conduct

I. General Principles

The Wayward Improvised Theatre Code of Conduct (the code) is intended to create an environment in which people feel comfortable and safe to participate at our events. The code affirms a shared responsibility between improvisors, directors, teachers, and audience members in building the spaces we share.

We are a growing community. The guidelines below may change with our needs over time. If you feel like the code is missing something, please let us know by email: safety@waywardimprov.com.

II. Definitions

Improvisor: A person who is attending a WIT class or performing in a WIT show.

Director: A member of the staff for a WIT show.

Teacher: Someone who is leading a WIT class or workshop.

Audience member: A person who is attending an WIT show

Participants: A generic term for improvisors, directors, teachers, and audience members as a whole

Events: A generic term for WIT classes, workshops, or shows

Ombudsperson: A member of our Board of Directors who is in charge of addressing reports of noncompliance with Wayward Improvised Theatre Code of Conduct

III. Respect

Wayward Improvised Theatre brings people with varying goals and needs together, in spaces that will be used by others in the future. Participants at our events are expected to treat each other and the space they are in with value and respect at all times. This means that you should also expect to be treated with value and respect.

IV. Consent

Participants at our events are expected to recognize the boundaries of others. Boundaries may involve personal boundaries, like certain topics or content. Boundaries may also involve physical boundaries, like touching or space.

Your boundaries take priority over any event. You are empowered to take the steps you need to ensure they are respected, and facilitators will always support you in doing so.

V. Discrimination

Wayward Improvised Theatre and the improv community at large is home to people of all backgrounds. Racism, homophobia, transphobia, misogyny, ableism and other forms of discrimination will not be tolerated at our events.

VI. Harassment

Harassment occurs when a person engages in unwanted behavior towards another person, whether it takes place one time or as a repeated pattern of action. Harassment will not be tolerated at our events.



Code of Conduct Breach

Reporting & Investigation Process

What do I do if I think someone has breached the Wayward Improvised Theatre Code of Conduct?

How do I report a breach of the code?

The Wayward Improvised Theatre's Board receives and addresses reports of breaches of the code. If you feel someone has contravened the code, please let us know right away by sending an email to the Board through safety@waywardimprov.com or telling a member of our staff that you trust.

Any information that you share with us is confidential. If you speak to a staff person, they will share it with the Board to ensure that your report is addressed.

What happens after I report a breach of the code?

When the Board receives your report, they will take a preliminary look at the information you provided and vote on whether the issue is something they can address. Their votes must be unanimous to proceed with looking into your report. They may ask you for more information to help in making a decision.

After reviewing your report and determining that they can address it, the Board will respond to you as soon as they can with next steps.

If the Board feels like it would help to share the information with someone else, like the facilitator of your class, they will always seek your explicit consent beforehand.

Is the expectation that the Board will address my report?

The Board will always take a preliminary look into your report to help them make an informed vote.

The Board may decide to proceed with an investigation, but that it would not be the appropriate body to look into your report. With your consent, the Board may ask a third party to address it instead.

In rare circumstances, the Board may also decide to not look into a report of a breach if they determine that it was not made in good faith or if there is not enough information to proceed.

What happens if someone is found to be in breach of the code?

Actions we take to address contraventions of the code may include, but are not limited to the following:

- A direct conversation with the person in breach to educate them on what happened
- Mediated dialogue to resolve a conflict between you and the person in breach
- Limited suspension from the current course or show for the person in breach
- Withdrawal from the current course or show with or without a refund for the person in breach
- A temporary or permanent ban from attending our classes or events for the person in breach
- Removal from a staff position

We will always share the outcome of any actions taken with you.

If you have any questions or concerns regarding the Wayward Improvised Theatre Code of Conduct please reach out to us by email: safety@waywardimprov.com.