

Very Very Improv Theatre

Company Values and Code of Conduct

July 13, 2023

Very Very Improv is exploring the wonder and delight of improvisational theatre.

The company is best positioned to do this when all those working with Very Very Improv Theatre are committed to upholding the company's values and code of conduct.

The company's values are:

Fun: improvised theatre is an expression of creativity, imagination and play. Not all of our content is funny, but we want performances to be enjoyable for both the improvisers and the audience and to create environments where improvisers are excited to work.

Participation: we do all we can to help ensure that everyone associated with Very Very Improv Theatre - company members, students, volunteers, partners and the audience - can fully participate in the company's work. This includes committing to diversity, equity and inclusion practices.

Curiosity: we encourage everyone to ask questions, explore ideas, create and find opportunities to learn something new while being mindful of how our choices impact others.

Generosity: we give the best we can to the work we do and believe the best of others. We will fail but recognize that in failure we can practice humility and forgiveness. We give ourselves and each other the space to learn and do better.

Professionalism: we uphold a level of competence and skill that differentiates us from non-professionals. This includes a commitment to each other, to learning, to performance, to the company, to the audience, and to the communities in which we perform.

Team: we depend on one another to be successful and will therefore take steps to build professional relationships, trust, and confidence with members of the company, supporting and encouraging each other to excel.

The company's Code of Conduct*:

Both on-stage and off all those working with Very Very Improv Theatre are expected to treat everyone and the playing space in accordance with the Code of Conduct. We believe that it is necessary to hold ourselves accountable and to create a Code of Conduct outlining what is acceptable behaviour.

- Respect physical boundaries and don't do anything physically dangerous to yourself or your scene partner. Do not hit, shove, lift, tackle, or otherwise place others in the way of physical harm.
- Respect sexual boundaries, on and off stage. Do not grope, simulate sex, touch sexual areas, or be otherwise sexually aggressive toward others.
- Respect the space you are in and don't do anything to damage it. Do not punch walls or doors, throw chairs, or place yourself in a physically dangerous position.
- Ensure that you have consent before engaging physically with your classmates or fellow performers.
- Create and maintain a harassment-free environment. Harassment includes but is not limited to unwelcome sexual attention, deliberate intimidation, inappropriate physical contact, offensive comments relating to race, gender, religion, or identity, and advocacy or encouragement of any of the above behaviours.
- Participants in classes, shows, or rehearsals are expected to arrive ready to work. This means showing up on time, sober, and dressed properly for movement. Those who are late, drunk or inebriated, or dressed inappropriately may be denied the ability to participate.

We understand that, due to the unscripted nature of improv, productions can veer into unsafe territory. We believe that having a pathway for response to unsafe conditions and harassment helps to uphold the values of the company and the company's code of conduct.

To that end, Very Very Improv Theatre works with a volunteer safety champion. The safety champion is not employed by the company and accepts anonymous reporting of behaviour that does not comply with the company's CoC. Due to the anonymous nature of reporting, the safety champion can not follow up with complaints directly. However, each report will be taken with the utmost seriousness and the safety champion will work with the company to respond and to prevent future occurrences.

**Very Very Improv Theatre's Code of Conduct (CoC) are based on the CoC of Blind Tiger Improv (NY) which themselves are inspired by the Chicago Theater Standards.*