



Birmingham Village Players

Member Code of Conduct Agreement

BVP is a nonprofit organization and, as such, we are committed to adhering to policies, best practices, and behaviors that provide our members and patrons with a professional, collaborative, and welcoming community theater environment.

As a member of BVP, having paid your annual membership fee, you are afforded certain benefits including the ability to vote on issues that affect BVP membership. However, BVP does not exist for any single person or group of individuals. Our policies and procedures must reflect the best practices for nonprofit organizations. Participation in the organization is subject to meeting the obligations set forth here, within our Member Code of Conduct. Any member who violates our Member Code of Conduct is subject to discipline, up to and including removal as a member.

By signing this Member Code of Conduct, you agree to the following policies:

Integrity and Ethics

I will conduct myself with honesty, integrity, and transparency in all matters associated with my involvement with BVP, and will adhere to ethical standards in decision-making and interactions with fellow members and patrons of our theater.

Respect and Collaboration

I will treat all individuals associated with Birmingham Village Players with respect, dignity, and fairness, and will foster a culture of inclusivity, diversity, and collaboration within the board and the organization.

In meeting the above general obligations, I will refrain from:

- Epithets, slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to race, color, sex (but not limited to sexual harassment), sexual identity, religion, national origin, age, disability, military status or application, or any other bases protected by state, federal or other applicable law;
- Engaging in unwelcome sexual advances or requests for sexual favors, or other verbal or physical conduct of a sexual nature, including but not limited to verbal abuse, sexual jokes, display of sexually offensive objects or pictures, physical or sexual abuse, or forwarding unwanted mail or e-mail;
- Written or graphic material that denigrates or shows hostility or aversion toward an individual or group because of race, color, sex (but not limited to sexual harassment), sexual identity, religion, national origin, age disability, military status or application, or any other bases, especially those that are protected by state, federal or other applicable

Initial: _____



law and that is placed on walls, bulletin boards, or elsewhere on BVP's premises or circulated on the premises of BVP; or

- Engaging in conduct which knowingly endangers the life, safety, or well-being of the members, vendors, patrons, and guests of BVP.

Accountability

I understand that, during the term of my membership, I am accountable at all times to BVP's members, donors, patrons, and the broader community, and will be open to feedback, evaluation, and scrutiny of my performance as a member.

Separation

If, during my term of membership, it is believed that my actions have significantly conflicted with the principles within this Member Code of Conduct, the Board of Directors may review my actions and may terminate my membership and/or remove me from participation in cast/crew activity based on a majority vote.

Signature

Date

Name (Print

Signature of responsible adult (for minors only)