



Members Code of Conduct

Version 2025.7

In accordance with:

Associations Incorporation Act 2009

Associations Incorporation Regulation 2016

The Players Theatre Inc - Constitution

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1. Our Vision, Purpose, and Core Values

Vision

To enhance connection to community to ensure continuity and growth for an existing valued community asset.

Purpose

To foster and promote a thriving non-professional performing arts and cultural group.

Core Values

All members are expected to uphold and embody the following values:

- *Safety First* - We prioritise the physical and emotional wellbeing of all who connect and engage with us
- *Integrity* - We act honestly and uphold strong moral and ethical principles
- *Kindness* - We are friendly, generous, and considerate in all we do
- *Teamwork* - We collaborate with others to deliver efficient and effective outcomes in line with our values
- *Forward Thinking* - We respect our history and heritage while actively planning for the future
- *Fun* - We bring joy and light to the lives of others through the magic of theatre

2. Overview

The Players Theatre is committed to maintaining a safe, inclusive, and respectful environment for all members, volunteers, performers, and patrons. This Code of Conduct supports that commitment by outlining the expected standards of behaviour and mutual responsibility.

3. Scope and Application

This Code applies to all members of The Players Theatre Inc., regardless of role or capacity. It covers behaviour:

- On theatre premises
- At off-site events and activities related to the theatre
- In social media and public forums where a person is identified as a member

All new members will be provided with this Code and the Constitution, and are expected to acknowledge and uphold both.

4. Responsibilities

All members are expected to:

- Promote a positive and inclusive theatre environment
- Treat others with courtesy, respect, and sensitivity to diverse backgrounds
- Uphold confidentiality and use information appropriately
- Act with integrity and avoid conflicts of interest
- Comply with lawful and reasonable instructions from committee members, directors, and authorised personnel
- Report concerns or breaches to a committee member in a timely and respectful manner

5. Standards of Conduct

a. Respectful Behaviour

- Treat fellow members, patrons, and the public with dignity
- Avoid bullying, intimidation, discrimination, and harassment of any kind
- Foster harmonious working relationships within productions and committees

b. Confidentiality

- Handle confidential or sensitive information responsibly
- Breaches may result in disciplinary action or legal referral if privacy laws are violated

c. Appropriate Conduct

- Dress appropriately for theatre activities and performances
- Avoid any conduct that may harm the reputation or safety of the theatre or its members
- Do not use your position for personal gain or influence

d. Drugs, Alcohol, and Smoking

- Members must not attend rehearsals or events under the influence of drugs or alcohol
- Alcohol may only be consumed on-site if purchased from the theatre bar and only in approved areas (Foyer, Auditorium, and the Gould Room, in supplied containers)
- Smoking is not permitted anywhere on theatre property

e. Child Safety

- The welfare of children and young people is paramount
- Any concerns involving child safety must be reported immediately and will be managed in accordance with the Child Protection (Working with Children) Act 2012 (NSW)

6. Breaches and Consequences

The Committee will assess reports of misconduct fairly and confidentially. Outcomes may include:

- Informal resolution or mediation
- Counselling or improvement plans
- Formal warnings
- Suspension or termination of membership
- Referral to authorities for suspected unlawful conduct

Certain breaches may also constitute offences under NSW legislation.

7. Protection from Retaliation

Members who report concerns in good faith are protected from retaliation. Any attempt to victimise someone for reporting a breach will itself be considered a serious breach of this Code.

8. Acknowledgement

By becoming a member of The Players Theatre Inc., you agree to:

- Uphold the values and standards of this Code
- Act in the best interests of the organisation and its community
- Contribute to a respectful, collaborative, and inspiring theatre environment