



# 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