

## **Vanguard Theater Company's DEAL and Sexual Harassment Policies**

The heart of Vanguard Theater Company's mission is to make theater more inclusive, diverse, and welcoming through our mission of DREAM - diversity, reciprocity, education, awareness and mentorship. We intentionally reflect our diverse community in our Board of Directors, management, artistic and production staff both on and off stage, and consultants. VTC is committed to the essential work of hiring artists and other employees, and reaching out to audience members, and students with diverse backgrounds and lived experiences.

### **Sexual Harassment**

VTC is committed to maintaining a respectful work environment free of sexual harassment. Sexual harassment is defined as "unwelcome sexual advances, requests for sexual favors, slurs, jokes and other verbal or physical conduct of a sexual nature." Any work-related complaints should be filed with the Company Manager. All reports of sexual harassment will be kept confidential and will be promptly investigated. VTC will take appropriate disciplinary action against any employees who are found to have engaged in sexual harassment, up to and including discharge. There will be no retaliatory action taken against an employee who makes a good faith report of sexual harassment.

### **Equity, Diversity, and Inclusion**

Vanguard Theater Company was founded in order to provide opportunities to all artists, regardless of racial or socio-economic background. We invite the diverse communities we serve to participate in the creation, support, and enjoyment of the art we create and perform. We believe there is inherent value in audience members engaging with performances that reflect their own cultural experiences, as well as performances that ask them to empathize and connect with experiences that are different from their own.

To encourage that participation, we are dedicated to creating a diverse, equitable, and inclusive workplace environment where employees and artists alike feel welcomed, respected, and actively participate in welcoming and respecting those around them. An inclusive workplace promotes new perspectives and pushes us to become even more creative, innovative, and engaged as an organization. We seek out, welcome, educate, and learn from an increasingly diverse group of theater practitioners and enthusiasts that is reflective of the demographics of our participants and audiences.

We commit to constantly questioning our assumptions; developing our knowledge; creating realistic goals; evaluating our progress; and implementing concrete policies to ensure that each of our principles of DREAM are reflected in everything we do.

## **Accessibility**

The Public Theater stands in reverence to the first people and our ancestors. We acknowledge the land upon which Vanguard Theater stands—the ancestral homeland of the Lenape people—and confront the painful history of genocide and forced displacement from this territory. We honor the countless generations of stewards, and we pay our respects to the rich tapestry of Indigenous cultures.

## **Land Acknowledgement**

The Public Theater stands in reverence to the first people and our ancestors. We acknowledge the land upon which Vanguard Theater stands—the ancestral homeland of the Lenape people—and confront the painful history of genocide and forced displacement from this territory. We honor the countless generations of stewards, and we pay our respects to the rich tapestry of Indigenous cultures.