

## **Commitments and Agreements**

ACT collaborators commit and agree to the following procedural guidelines as they pertain to each individual's role in a production:

### **Pre-Production:**

- ACT's Curation Committee will thoroughly examine all plays selected for a season, examining how each advances:
  - our stated mission to be "*a contemporary theatre where artistic ambition and civic engagement unite*"
  - our commitment to doing provocative, contemporary, boldly theatrical work
  - our responsibility to center marginalized and/or underrepresented voices
  - our support of new work by local playwrights
- ACT's artistic leadership will thoroughly onboard creative team members in order to understand their approach to each play.
- ACT's casting director and/or production team will share a statement of the production concept with actors in pre-audition communications.

### **Auditions:**

- ACT will not expect physical intimacy (including physical violence) in the audition room. In the event a director wants physical intimacy in an audition, ACT will give prior notice, and a physical intimacy director will build the choreography.
- All participants agree to respect bodily autonomy and individual boundaries, and refrain from using unscripted abusive language.
- For scenes involving racially, sexually, or otherwise abusive language, the casting directors and/or directors will provide explicit guidelines as to expectations for approaching the text in question.
- In the event of an offer, a member of the artistic staff and/or the production's director will contact the actor to discuss the play, the role, and the production concept (including design) prior to the actor's acceptance of the role. We believe that the artist is auditioning ACT as much as ACT is auditioning the artist.

### **Rehearsals:**

- We commit to consulting an intimacy director for every production at ACT. Language around physical intimacy will be clinical and specific. Actors have full agency to request that an intimacy director be present to assist in choreography.
- We commit to at least weekly check-ins for the cast, stage managers, and creative team. Returning to tablework and continued conversation can clarify the text, process, and further exploration of the play, specifically aspects that may be difficult or sensitive. This weekly date to "dig deeper" is also to provide the time and space necessary to ~~create and~~ foster an environment in which people feel respected, valued, and welcome.

- Each production at ACT will have a Core Company liaison who acts as a project advocate for the cast, playwright, creative team, and stage management team. They may act as an intermediary on the actor's behalf with ACT's artistic staff and/or board. The liaison will protect actors' anonymity if they wish.
- We encourage actors to engage with the liaison regarding any ongoing questions or concerns.
- We view the emotional and psychological risks undertaken by theatre artists as being akin to those taken by workers at a construction site, and therefore recognize that precautions and guardrails must be in place for work to be accomplished safely. Actors may choose to mark specific scene work (including fights, dance, music, etc.) for their own physical and/or emotional safety without judgment or fear of repercussion.
- We commit to creating boundaries around access to the rehearsal room. If board members, donors, and/or staff attend rehearsals, they will do so with clear communication in advance to all involved, and with a shared understanding of the intention and impact of their presence.
- We commit to thoroughly explaining and supporting any technical needs and responsibilities (e.g., props, costumes, supplemental coaching/training, etc.) incurred by or expected of the artist.

### **Performance:**

- Cast and crew will respect established staging, including on- and off-stage traffic patterns.
- Intimacy choreography, vocal work, dance, and fight choreography shall be scrupulously maintained for consistency throughout the run. This applies to all actors, including understudies and replacements. Actors will work with the designated vocal/movement captain(s) and production stage manager to support the integrity of this work. Actors have the right at any time to request a brush-up or maintenance rehearsal with an intimacy director in attendance.
- At no time shall an actor be required to attend audience talkbacks or other public-facing events without their express and voluntary agreement.

### **Post-Production:**

We are committed to fostering a healthy work environment in which everyone is able to do their best work. In order to hold us accountable, all participants are encouraged to share honest feedback via a post-production survey created by the Core Company. The survey includes an invitation to have an in-depth conversation with a representative of the theatre.

### **In General:**

Strive to bring your best self, and to honor the best in others. In other words, don't be a jerk.