

Theatre in the Round Players

Child Protection Policy

It is the policy of Theatre in the Round Players that the welfare of the children and young people is paramount regardless of age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity and that everyone who may participate in our productions, has a right to protection from physical, sexual and emotional abuse. Children and young people are defined as under the age of 18.

However, participants should be aware that adults and children often rehearse, prepare to and perform together in our productions and sometimes, due to space limitations, will be assigned to dressing rooms at different times or in different spaces, still segregated only by gender.

The management of Theatre in the Round Players will therefore:

1. Ensure that volunteers working with children understand our Code of Conduct and their legal and moral obligations to protect children and young people from harm, abuse and exploitation.
2. Ensure that written permission is received from parents/caregivers for their children to engage in theater activities and that specific information is provided in relation to the specific needs of their children (e.g., medical needs, allergies, special educational needs)
3. Take seriously any allegation or suspicion of abuse towards a child in our programs and recognize that any child can be subject to abuse and that any matter arising from this will be dealt with promptly following appropriate procedures.
4. Ensure that volunteers who are in positions of trust in respect of children and young people, are aware of this policy and the law relating to sexual activity with under 18's.

Supervision of children and young people participating in Theatre in the Round Players programs will be designed to protect children, young people and staff at all times. Practices to ensure a safe and caring environment will include:

- Staff members will not be alone with an individual youth where they are not observable by others.

- The theater will enforce the Rule of Three:

No adult will ever be one-on-one with a child in a private space, at minimum 2 adults.

Doors to all rehearsal and work spaces must be left open, creating a public space. If doors need to be closed for any reason, there will always be at least three people in the room.

- Every attempt will be made to chaperone children and young people at all times, in terms of privacy issues, (i.e. bathrooms, locker rooms, or showers) a responsible adult theater representative will be stationed outside the door.

- Facilities will be well lighted indoors and out.

- Photographing or making videos of children other than for program-related purposes is prohibited. For program-related purposes, photos or videos may be taken only after the child's parent or guardian has signed an appropriate waiver.

- Staff will never release children and young people to anyone other than the authorized parent(s), guardian(s), or an individual authorized by parents in writing or verified by phone. Sign-in and sign-out will be in place for all youth programs. TRP Personnel will not transport non-family minors without a written authorization from parent/guardian.

- All participants will respect each others' and maintain their own personal modesty of dress during Theatre in the Round Players activities.

- Consent form from parent/guardian of minors in production acknowledging their awareness of TRP policies, the nature of and schedule for the show, and the role their minor is "cast" in. This should include disclosure of any particular elements of the show, such as blocking, intimacy, costuming (e.g., physically revealing or culturally demeaning)

This policy will be reviewed and updated as needed by the Theatre Board of Directors or its designee to create protocols applicable to individual productions.

Theatre in the Round Players – all employees, full and part-time, and director, cast, designers and stage manager that have any contact with children and young people or access to facilities must complete and sign a written application form that includes a Fair Credit Reporting Act (FCRA) compliant release allowing Theatre in the Round Players to conduct a background information search. The application will request basic information from the applicant and will inquire into previous experience with children, references and employment information, as well as disclosure of any previous criminal convictions. The application form will be maintained in a file by Theatre in the Round Players.

Applicants will not be considered for positions when checks show evidence of convictions for an offense involving children and/or for offenses involving violence, dishonesty, illegal substances, indecency and any conduct contrary to the mission of the Theatre. Failure to disclose a criminal conviction on the application form may also terminate an individual's application.