

YSD/YRT RESPECT IN OUR WORKPLACE PROTOCOL

8.20.2018

Yale School of Drama and Yale Repertory Theatre (YSD/YRT) depend upon respect and transparency as the basis for all collaborations and working relationships. YSD/YRT supports and aims to foster a civil, respectful, and open-minded culture so that all of us can live and work in an environment free of harassment, bias-motivated behaviors, and unfair treatment. While the nature of our training and production work is to examine topics that are controversial, complex and provocative, by committing to bringing our best selves to the work, we are raising the standard of professional practice and pursuing excellence in art.

YSD/YRT expects all community members including employees, students, staff, faculty, interns, guest artists, independent contractors and visitors to refrain from actions or behaviors that intimidate, humiliate, or demean persons or groups or that undermine their security based on traits related to race, ethnicity, country of origin, religion, gender identity/expression, sexual orientation, age, disability, marital status, veteran status, or other category protected by state or federal law.

We adhere to Yale University's philosophy that all community members should enjoy an environment free of any form of harassment, sexual misconduct, discrimination or intimate partner violence. While working and studying at, or visiting, YSD/YRT, all community members may make use of the University's resources available to prevent, report, and respond to sexual misconduct. An overview of policies, definitions, and resources are listed here, and posted in each of our buildings. They include:

Yale University's booklet [Preventing and Responding to Sexual Misconduct \(PDF\)](https://smr.yale.edu/)
(<https://smr.yale.edu/>)

Yale University's [website for Sexual Misconduct Response & Prevention](http://smr.yale.edu/) (<http://smr.yale.edu/>)
Here is [a list of all Title IX Coordinators at Yale](https://provost.yale.edu/title-ix/coordinators) (<https://provost.yale.edu/title-ix/coordinators>)

[Yale University SHARE Center](http://sharecenter.yale.edu/) (Sexual Harassment and Assault Response and Education)
(<http://sharecenter.yale.edu/>) A confidential hotline is available 24/7 at (203) 432-2000

Yale Repertory Theatre's "Protocols for Rehearsing and Performing Material with Sexual Content, Consensual Sexual Touching, and Depicting Sexual Assault," An electronic copy of these protocols is available at the [YSDinfo website](https://ysdinfo.yale.edu/) (<https://ysdinfo.yale.edu/>) or by request from any YRT/YSD faculty or staff member.

Yale University's [Office for Equal Opportunity Programs](http://equalopportunity.yale.edu/) (<http://equalopportunity.yale.edu/>)

We are committed to providing a working environment where community members are listened to and taken seriously.

If you see or experience any form of discrimination, sexual harassment, or sexual misconduct we encourage you to report it immediately by following the process on the next page.

Resolution may take many forms including, if you feel comfortable doing so, to first directly address the individual(s) involved. This initial communication tactic helps to foster an honest and open community.

How to report discrimination, sexual harassment or sexual misconduct to YSD/YRT:

To make a formal report of an incident of discrimination, sexual harassment or sexual misconduct to YSD/YRT, you may contact your immediate supervisor, the head of your department, or any of the staff members listed below.

Director of Finance and Human Resources

Katherine Burgueño katherine.burgueno@yale.edu 203.927.3811

Assistant Dean/General Manager

Kelvin Dinkins, Jr. kelvin.dinkins@yale.edu 404.550.6953

Associate Dean/Title IX Coordinator

Chantal Rodriguez chantal.rodriguez@yale.edu 203.980.7313

Deputy Dean/Managing Director

Victoria Nolan victoria.nolan@yale.edu 203.605.3545

Dean/Artistic Director

James Bundy james.bundy@yale.edu 203.668.7335

Please note, employees of YSD/YRT are required to notify a University Title IX coordinator about the facts of any sexual harassment or sexual misconduct incident reported. You may choose to request confidentiality from the University. We encourage you to report any discrimination, sexual harassment or sexual misconduct as soon as possible, either in writing or in person.

You will not be penalized for reporting:

We are committed to providing a safe, supportive environment for any member of our community who reports discrimination, sexual harassment or sexual misconduct, either during or after their time with YSD/YRT. No one, including your peers, supervisor or another manager, will be permitted to retaliate against you, in future hiring choices or otherwise.

What you should do if the behavior is recurring after it has already been reported:

If discrimination, sexual harassment or sexual misconduct reoccurs after you have made a report, it is particularly important that you report it again immediately. Do not wait until you cannot tolerate the behavior any longer. YSD/YRT is determined to stop any discrimination, sexual harassment or sexual misconduct immediately, and we cannot know that it is continuing, without your report.

In following these guidelines, we believe our community can best uphold the mission and values of YSD and YRT, and be an inspiration for all those committed to this art form.