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### **Interventions and Disruptions Protocol for Harmful Moments**

Brown Box Theatre Project's Interventions and Disruptions Protocols for harmful moments outline the immediate actions to be taken by administrators or leadership of production teams upon witnessing or learning of a harmful moment of any kind. Matters of definitions, general standards, investigation, and reporting can be found in our Anti-Harassment and Discrimination policy.

#### **For our Audiences:**

- Brown Box will include a section in our program with a statement regarding our anti-racist stance, goals, and guidelines for audience members, including not policing another audience members' reaction to the performance. Should an audience member not abide by these guidelines, they will be approached by the Lead Administrator on site and asked to leave.

#### **For Rehearsals, Production Meetings, & Tours:**

- Should a harmful moment occur in the presence of administrative or project based leadership, the stage manager, director, or administrator will immediately put a hold on the rehearsal/meeting, address the harmful moment or action displayed, and the offending party will be immediately sent home. The matter will then be reported to the Misconduct Committee.
  - An affinity space for BIPOC artists will always be available and is a resource which can be used at any time. Any requests for a continued hold or to be released early from the rehearsal, meeting, or current activity will be granted to the harmed party.
- Upon report to leadership of a harmful moment not in the presence of administrative or project based leadership, the stage manager, director, or administrator will immediately put a hold on the rehearsal/meeting, address the harmful moment or action displayed, and the offending party will be immediately sent home. The matter will then be reported to the Misconduct Committee.
  - An affinity space for BIPOC artists will always be available and is a resource which can be used at any time. Any requests for a continued hold or to be released



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- An anonymous form is available and will be shared with all actors, designers, technicians and administrators. This form can be filled out to bring awareness to a harmful moment that was not witnessed or allow someone anonymity should they not be comfortable coming forward. Once Brown Box has received a form, we will then address it with the offending party and the matter will be reported to the Misconduct Committee.

Any such matter with Audience, Brown Box personnel, or project based personnel will be brought before the Misconduct Committee and appropriate investigation and subsequent action will be taken as outlined in Brown Box's Anti-Discrimination and Harassment Policy. If it is determined that inappropriate conduct has been committed by one of our employees, contractors, guests, board members, donors, vendors, or volunteers, the Committee will take such action as is appropriate under the circumstances. Such action may include but is not limited to counseling, anti-racist education, termination of employment, or termination of a business relationship.