



CAST: NATIONAL CODE OF BEHAVIOUR

A CONSORTIUM OF AUSTRALIAN NON-PROFIT THEATRE COMPANIES

CAST acknowledges Australia's First Nations peoples as the Traditional Custodians of Country throughout Australia and recognises and respects their continuing connections to lands, waters and communities.

WE ALL HAVE A ROLE TO PLAY

CAST companies recognise the power of theatre to bring people together. We take a leadership role and work to ensure that the culture of our theatres and creative spaces is respectful, welcoming and inclusive – for our artists, staff, contractors, audiences, consultants and volunteers.

Our commitment is to create an environment that celebrates the diversity and richness of our people, and which is free from discrimination, harassment, bullying and abuses of power. The well-being of those who work and create with us, who attend our productions, who volunteer or are placed at our companies, is of utmost importance now and in the future.

We are committed to continually improving the physical and emotional safety of our many stakeholder groups and to empowering those who work or interact with us to contribute to a positive workplace culture and question and report any inappropriate behaviours.

OUR SHARED RESPONSIBILITIES

As employers, it is our responsibility to create working environments that are safe and respectful. We do this by asking our people to:

- behave in a professional, ethical and fair manner at all times;
- treat all colleagues, audience members, patrons, donors, sponsors, suppliers and customers with dignity, courtesy and respect;
- respect cultural, ethnic, religious, gender and sexual orientation differences and comply with anti-discrimination laws;
- not engage in any conduct that may, will, or is likely to, create disruption in the workplace, including harassing or being offensive to colleagues, other workers, audience members, patrons, donors, sponsors, suppliers, customers or other key stakeholders;
- abide by sexual harassment legislation and policies;
- make use of the processes that allow for the prompt reporting of any issues or suspected policy breaches to the relevant manager, Human Resources department, or member of the Executive team;
- abide by all applicable laws and regulations and comply with any reasonable and lawful directions.

OUR SHARED EXPECTATIONS

- any language, behaviour, or actions that undermine any other person's dignity, including but not limited to bullying, harassment, or discriminatory remarks, will not be tolerated.
- every employee has the right to work in an environment free from harm, harassment, or intimidation. Psychological and emotional safety must be prioritized in all administrative and creative processes.
- every organisation is committed to having a system for confidential feedback and communication available to all employees.

CAST'S COMMITMENT

CAST is committed to cultural change for the betterment of our industry. By upholding a consistent industry-wide standard, we can work together to prevent discrimination, harassment and bullying in the workplace and ensure we move forward as a collective, respectful and supportive industry.

Each CAST company has its own set of policies and procedures including a Code of Conduct, which should be read in conjunction with the CAST standards/processes. All workers are obliged to follow company policies and procedures.

CAST

CONSORTIUM OF NON-PROFIT THEATRE COMPANIES



CIRCA



**SYDNEY THEATRE
COMPANY**

**BELL
SHAKESPEARE**

**GRIFFIN
THEATRE
COMPANY**

**MALTHOUSE
THEATRE**

**QUEENSLAND
THEATRE CO.**

Terrapin



**ILBIJERRI
THEATRE COMPANY**

**MELBOURNE
THEATRE COMPANY**

