



Company Mindset

This document includes:

- **General Statement of Ethics (E.D.I.)**
- **Leadership model**
- **Code of Ethics: Equity, Conduct, Diversity & Inclusion**

Statement of Ethics (E.D.I.: Equity, Diversity and Inclusion)

Treat others as you wish to be treated.

- 1) Be inclusive
- 2) Be considerate
- 3) Be respectful
- 4) Choose your words carefully
- 5) Don't harass
- 6) Make differences into strengths

Leadership models: Transformational & Servant Leadership

Placer Repertory Theater operates by means of a collaborative process, not a hierarchical, demand-based leadership system. The current Board President and Producing Artistic Director employs transformational and servant leadership models to facilitate operations. All voices matter, and we work together to build consensus and facilitate individual, team and company growth and maturation.

When collaborating, we must seek value in what is offered before we narrow our options.

- 1) Brainstorm first
- 2) Edit later

All ideas and individuals are to be received and treated with dignity and respect.

The only “failure” is to remain neutral and inactive, not offering ideas, not moving in a direction. All ideas and choices are a valid exploration. Through negative learning we discover what does not work. This is a valuable part of the discovery process that leads to exploration and innovation. Therefore, both positive and negative learning are embraced as part of the collaborative process and the journey toward charting our path to the resulting solution.



CODE OF ETHICS: Equity, Conduct, Diversity, and Inclusion:

GOAL:

As a socially responsible company, we seek authentic representation of all voices in our community, and actively perform outreach to encourage all ethnicities, gender identities and disabilities to participate.

Our code of ethics includes policies and procedures regarding equity, conduct, diversity, and inclusion consist of the following tenets:

1. Be inclusive.

We welcome and support people of all backgrounds, identities, disabilities. This includes but is not limited to members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, color, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability or disability.

2. Be considerate.

We all depend on each other to produce our best work as a company. Our decisions will affect internal and external stakeholders, from colleagues to partners and patrons, and we must take consequences into account when making decisions.

3. Be respectful.

Truly listening opens the door to mutual respect. Seek the value, not just potential failure of new ideas. Disagreement is the creative chaos from which, once resolved, we move forward together toward a goal. Disrespectful behavior will be addressed immediately, not tolerated. Frustration is part of the creative process, but frustration must lead to listening and understanding, and not become personal attacks. An environment where people feel comfortable and safe to explore is a productive and creative space.

Additionally, being respectful includes respecting others' property and boundaries.

4. Choose words carefully.

We must always conduct ourselves professionally, with kindness toward others. Do not insult or put down others. Harassment and exclusionary behavior are not acceptable. This includes, but is not limited to

- threats of violence
- discriminatory jokes and language
- sharing sexually explicit or violent material via electronic devices or other means



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- personal insults, especially those using racist, sexist/misogynistic terms, negative gender identity, sexual orientation or disability statements
- unwelcome sexual attention
- noncompliance with company policies and operational systems
- advocating for, or encouraging, any of the above behavior

5. Do not harass.

If someone asks one of us to stop something, then we stop. When we disagree, we try to understand why. Differences of opinion and disagreements are mostly unavoidable. What is important is that we resolve disagreements and differing views constructively and immediately.

6. Make differences into strengths.

We can find strength in diversity. Different people have different perspectives on issues, and that can be valuable for solving problems or generating new ideas. Focus on resolving issues and learning from mistakes. Promote diversity and collaboration, as studies show creativity and innovation are heightened the more diverse the members and ideas of a group or organization.

Accountability:

Each person in every setting is held accountable for his or her own actions. The organization will not tolerate disrespect nor exclusionary behaviors: such as bullying, ostracization, nor denigration.

The procedures for inappropriate behavior are as follows:

- First offense: Verbal warning and education.
- Second offense: Written warning and additional education, which may include counselling or similar.
- Third offense: immediate removal from the organization.