

ImproBubble is an organisation dedicated to improvisational theatre for the stage, the workplace and for life. Its main goal as an organisation is to create a safe space for creativity to go hand in hand with acceptance, playfulness, free expression and also empathy.

At the same time, we aim to provide an environment to people of all ages, genders, ethnic backgrounds, physical abilities, cultural views, sexual orientations, religions and nationalities, and are currently working to encourage greater diversity and accessibility in the improv scene.

This conduct policy has been created by us to provide our staff and community members with the behavioural guidelines we wish to see from them and, at the same time, provide a mechanism to help in resolving potential conduct issues.

Scope and Limitations

This Code of Conduct applies to our interactions in various areas of our shared lives, including ImproBubble classes, rehearsals, performances, jams, our social media and email exchanges or other events which are organised or associated with ImproBubble.

It may also apply to interactions between members of the ImproBubble community outside of ImproBubble spaces and officially sanctioned events, especially in cases of notable evidence, credible eyewitnesses, and/or willing admissions of guilt regarding violations of the Code of Conduct.

ImproBubble Safety Clause

It is our policy to maintain a working, performing and learning environment that is safe, encouraging, positive and productive for all—teachers, performers and students alike.

This means harassment on any grounds, including but not limited to: sexual, racial, age-based, religious, ethnic, disability, sexual orientation, gender identity and/ or expression, is unacceptable.

Harassment includes:

- Any behaviour that creates discomfort in another
- Refusal to alter said behaviour that creates discomfort when requested to do so.

Everyone has the right to expect and receive a positive experience at ImproBubble.

Performances (including performances in class)

The nature of improvisational theatre means allowing and acting upon spontaneity and co-creation. This can also mean the risk of unintentionally causing offence.

In order to be our best selves on and off stage as well as supportive improv partners, we expect all improvisers to foster an environment where feedback is received and acted upon.

If you are the recipient of such feedback, we expect you to acknowledge the situation with an open mind and learn from it.

As a very culturally diverse community, it is important to bear in mind that our different backgrounds may also mean different boundaries, values and understanding of what is and isn't acceptable. That said, 'culture' cannot be used as an excuse to foster discomfort in another improviser.

We encourage all of our community to share the boundaries and values they are comfortable with amongst each other so we can grow and create a collective shared space, and teachers will emphasise this in class too.

However, if it is determined that the offensive content of the performance, class and/or action was done in an effort to harass a particular individual on/off the stage or to express the performer's hatred and/or intolerance to a protected individual or group, then appropriate disciplinary action(s) will take place.

Furthermore, if it is determined that the behaviour that was done without intent to harass but has nevertheless caused discomfort, fear, or other feelings of harassment in members of the community or audience, this behaviour (at the time it is identified) will be pointed out to the performer(s) responsible. If the identified behaviour is not remedied, disciplinary and/or corrective action

will occur.

Reporting

If an issue has occurred and you do not feel comfortable having a conversation with the person involved, do not hesitate to contact any ImproBubble teacher, director, or even our external ImproBubble Trustees (these are impartial third parties that will also safeguard your anonymity and can deal with complaints related to ImproBubble staff - ImproBubble's Trustees are [Sara van der Zande](#) and [Sander Latour](#)).

All reported or reasonably suspected occurrences of harassment will be investigated (in accordance with the procedures outlined below) in a confidential manner and as promptly and as thoroughly as possible.

Where harassment has occurred, ImproBubble will take appropriate disciplinary, educational, or other corrective action, up to and including termination from a position at ImproBubble, the loss of ability to perform or the immediate revocation of a student's ability to take classes at ImproBubble.

In addition, ImproBubble will not tolerate any retaliation against an individual who has complained about or reported alleged forbidden harassment or who has co-operated with an investigation of alleged forbidden harassment, regardless of the outcome of the investigation. Anyone who feels that they have been the victim of, or threatened with retaliation, should know they can immediately inform one of the individuals identified above in all safety/anonymity.

All teachers, students and performers at ImproBubble have a responsibility to report any harassment that they observe, that is made known to them by others, or that they reasonably suspect has occurred.

Inquiry Process

All reported occurrences of harassment will be investigated as promptly and thoroughly as possible. The individual who makes the report or is the target of the alleged harassment will be assured that all forms of harassment are expressly prohibited, that ImproBubble will conduct a confidential investigation, and that ImproBubble will take appropriate corrective action if

harassment is found to have occurred. ImproBubble expects all community members who are contacted in connection with an investigation to cooperate to the extent possible.

Any incident will be evaluated on a case-by-case basis and depending on the outcome could result in (but is not limited to) suspension or temporary suspension from ImproBubble activities for the alleged offender. This will happen at ImproBubble's discretion, taking into consideration the complainant's wishes, the seriousness of the accusations, the background of the situation, and any other relevant information.