

Sycamore Tree Theatre Participant Safety Introduction

An integral part of Sycamore Tree theatre's culture and structure is to do all we can to provide a safe environment for every adult and child who's involved. Everyone associated with our organization needs to view STT as a secure and safe place. Each parent needs to know their child is safe as they attend rehearsals, meetings, and productions. To provide this environment as best we can, we ask everyone involved with Sycamore Tree Theatre, including board members, cast, crew, and supporting personnel to be familiar with our policies and complete our screening procedures. These policies are motivated by several areas of focus.

Avoid even the appearance of evil.

The first area of focus is to do all we can to protect involved children from any kind of physical or sexual abuse. There is no organization that is immune to this possibility, and to believe that "it could never happen here" would be irresponsible as well as inaccurate.

We also want to protect any of our involved adults from being suspected or falsely accused of wrongful behavior toward a child. Our procedures for maintaining a safe environment and admonishing inappropriate behavior are designed to avoid even the appearance of evil. Our team can then be protected from the damage even a false accusation may cause.

A prudent man sees danger and takes refuge, but the simple keep going and suffer for it.

Our third focus is protecting our organization from the scandal and collective trauma an incident of abuse could bring. Accusations against and within an organization can cause divisions and conflict, distraction of focus and finances, and adverse publicity.

Finally, and most importantly, we are to guard the honor and reputation of the purpose and mission of Sycamore Tree Theatre. All we do, or the results of what we do not do, reflect on that.

Your understanding of the following is an important part of the process. Thank you for your support and understanding. If you have any questions, please feel free to discuss them with any listed board member.

1. This policy and process affects all board member, cast, crew, and any other involved person 18 years of age and older.
2. Read the **Sycamore Tree Theatre Safety Policy**, which describes the procedures we follow to maintain a safe environment for children and adults.
3. Please acknowledge that you have read and understand the policy by signing, dating, and returning the acknowledgement page to any listed board member. This same page provides authorization for your background check.
4. Attend one in-person policy review training session.

Thanks again for your commitment to Sycamore Tree Theatre, for attending to this, and for your determination to ensure the safety of all concerned.