

The Column Awards Sexual Harassment Policy

According to the **U.S Equal Opportunity Commission (EEOC)**, sexual harassment is defined as follows:

“It is unlawful to harass a person (an applicant or employee) because of a person’s sex. Harassment can include “sexual harassment” or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person’s sex. For example, it is illegal to harass a woman by making offensive comments about women in general. Both victim and harasser can be either a woman or a man, and the victim and harasser can be the same sex. Although the law doesn’t prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as victim being fired or demoted). The harasser can be the victim’s supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.”

The EEOC covers “employees” only, not contractors and volunteers. For that reason, this sexual harassment form seeks to provide definition for sexual harassment in the theatrical workplace for the volunteers not covered by the EEOC laws, to address the lack of sexual harassment codes in the AEA rulebook, and to provide an understanding and sensitivity to the nuances of a theatrical workplace.

Harassment in a broader sense includes but, is not limited to:

- Inappropriate or insulting remarks, gestures, jokes, innuendos or taunting about a person’s gender, gender identity, sexual identity, racial or ethnic background, color, place of birth, citizenship, ancestry, creed or ability
- Unwanted questions or comments about a participants private life outside of the boundaries of previously established consent
- Posting or displaying materials, articles, or graffiti, etc. which may cause humiliation, offence or embarrassment on prohibited grounds that are in and around the perimeters of The Column Awards and its events.

Sexual Harassment in a theatrical workplace:

- In a theatrical context harassment will be additionally defined as one or a series of comments or conduct of a gender related or sexual nature outside the boundaries of consent or production content, that is known to be unwelcome/unwanted, offensive, intimidating, hostile or inappropriate.

Participants have the right to be free from:

- Sexual solicitation or advances made by a person in a position to confer, grant or deny a benefit or advancement within THE COLUMN AWARDS sanctioned events.
- Reprisal or threat of reprisal for the rejection of a sexual solicitation or advance where the reprisal is made by a person in a position to grant, confer, or deny a benefit or advancement within THE COLUMN AWARDS and its sanctioned events.

All or part of the grounds mentioned above may create a negative environment for individuals/groups whether affected directly or indirectly.

The Column Awards is dedicated to maintaining a safe sanctuary for all.

If you are experiencing any form of sexual harassment involving THE COLUMN AWARDS sponsored events and those acting under the direction of THE COLUMN AWARDS Board or Directors, please visit thecolumnawards.org to file a written complaint.