



Sexual Harassment and Intimidation Policy

The following policy was created in collaboration with members of the Bay Area Women's Center:

It is the policy of the Historic Masonic Temple and Vanishing Elephant Players to not tolerate any form of sexual harassment and to maintain an environment that is free of all illegal harassment or intimidation. Staff, volunteers, board members, and patrons of the Historic Masonic Temple will be given equal protection.

For the purposes of this policy, sexual harassment can include, but is not limited to, unwelcome contact, jokes, videos, images, and gestures of a sexual nature.

- It is against the policies of HMT that any person shall sexually harass another person by making unwelcome sexual advances or requests for sexual favors or other verbal or physical conduct of a sexual nature.
- There shall be no requests for sexual favors as a condition of acceptance into volunteer roles by any member of the HMT or the Vanishing Elephant Players.
- Make sure to ask for, receive, and offer consent to physical contact during rehearsals and shows when the blocking or nature of the show calls for contact.
- Be open and honest about your comfort level. It is with open communication we can ensure respect.
- Consent can be withdrawn at any time.

Any violation of the sexual harassment policy should be reported immediately to the Board of Directors at board@hmtbc.org. Violation of these policies will result in disciplinary action up to and including termination of volunteerism and, if necessary, legal action.

Legal action may be taken if an allegation of sexual assault takes place.

“Sexual assault is any form of coerced or forced sexual contact (including pornography or inappropriate sexual language) that a victim has not agreed to or initiated. This can include coercion or force by a stranger, date, spouse, person of authority or a person responsible for one’s livelihood. Any sexual contact with a child or a person unable to consent to sexual activity due to age, mental capacity or mental state is also considered an act of sexual assault.”