



THE FREEMAN STUDIO CODE OF CONDUCT

The Freeman Studio's mission is to provide a place for actors to strengthen their craft, grow and be inspired. Our governing aesthetic has always been how to best support the working professional actor in a nurturing environment respective of their peer level and talents.

Therefore, we expect the highest professional standard of decorum and respect from those who train and take part in all studio classes and activities, as well as from our faculty and staff.

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Statement of Studio Policies

Any violation of the following will be grounds for either probation or dismissal from the studio, without reimbursement, and prohibition from participation in any future classes or events. Serious violations will result in further consequences.

1. Unprofessional Conduct

Excessive tardiness, missed classes without notice, dishonesty, or inappropriate rehearsal behavior [defined below] is not tolerated, nor is any intent to undermine the goals of the institution.

Grave personal misconduct, or conduct which denotes a wrongful intent or gross negligence, will result in immediate dismissal from the studio.

2. Harassment, Discrimination & Bullying

Discrimination, harassment and/or bullying in any form – verbal, physical or sexual — are strictly prohibited by the studio. Any behavior which does not reflect our values will not be tolerated.

The Freeman Studio does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. We are committed to providing an inclusive and welcoming environment for all members of our community.

If you believe you've been bullied, harassed, or discriminated against, either by a fellow classmate or member of faculty/staff, we encourage you to immediately report the incident to the studio to be addressed. [see below]



3. Drugs & Alcohol

Unauthorized possession, use, or consumption of alcoholic beverages, recreational drugs, or illegal drugs, while on the premises is prohibited. Any person who appears intoxicated, or otherwise incapacitated or impaired, will be barred from entering the studio and required to leave the premises.

4. Violence

Behavior that poses a risk to the health, safety, or security of our community is prohibited, including possession and/or use of a weapon, dangerous material, or unlawful substance.

Physical or verbal assault will not be tolerated in any form. Reports of threatening language or behavior will be addressed with immediacy and urgency.

Any incident of violent or sexual assault will be reported to the police.

5. Damage or Theft to Studio Property

Unauthorized use or misuse of personal or studio property, and/or damage to studio space, is not tolerated and will require restitution in full. Unauthorized entrance of the studio outside of normal business hours is also not permitted.

6. Confidentiality & Privacy

During the course of training or time spent at the studio, sensitive or private information may be learned. Unauthorized release of any confidential information about the actors, staff & faculty, or studio guests will not be tolerated and could lead to legal action.

7. Financial Agreement

No actor will be allowed to attend class if they have not paid the class fee. If an actor is on a scheduled payment plan, and fails to make a payment without notice or prior arrangement, this may result in removal from class until payment can be completed.

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SEXUAL HARASSMENT

Any reports of harassment are taken seriously by the studio, and will be addressed with immediate action. We are committed to preserving the safety, privacy, and trust of all persons associated with The Freeman Studio, inclusive of all actors, faculty & staff, and any invited guests.

Sexual Harassment includes any unwelcome sexual advances, requests for sexual favors, inappropriate touching, and/or any explicit language or images. The following should be reported:

- Speech or conduct which is directed against another, and is either abusive, severely humiliating, and/or persists despite the objection of the person targeted by the speech or conduct.
- Speech or conduct is reasonably regarded as offensive and/or substantially impairs the educational experience or career opportunities of actors, faculty or staff.

REHEARSAL BEHAVIOR

Scene study classes, and occasionally workshops, require actors to rehearse and prepare assignments outside of class hours and the studio environs. These are usually two-person scenes which may require physical touch, simulated intimacy or discussing sensitive subject matter. When rehearsing, either in a rented rehearsal space or in someone's home, all individuals are expected to conduct themselves as representatives for the studio and behave with the utmost professionalism and respect for personal boundaries. All studio policies apply.

SENSITIVE MATERIAL

Some scene assignments may include sensitive material, and ask for full or partial nudity, intimate physical contact, or violent acts. Actors are not required to follow the specifics in the script if they are uncomfortable.

Physical intimacy such as kissing, touching, or simulated sexual acts must be done with the consent of both actors. It can also be substituted, altered/adjusted, or simply removed. Actors are not required to perform in underwear, suggestive costumes, or be in any state of undress if they do not wish.

Any simulated acts of fighting or violence, such as a push, slap or other physical behavior that would normally require a fight choreographer, must be safely staged and planned by the actors. These moments may also be substituted, altered/adjusted, or removed entirely from the scene presentation.

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