

K-State Theatre Concern Communication Pathwa

Purpose

The Kansas State University Theatre Program is committed to creating a culture of communication, safety, respect, and accountability. The Program takes reports of discrimination and harassment seriously and strives to address issues in a thorough and timely manner. Examples may include but are not limited to:

- the use of slurs or racially charged language
- suggestive or degrading comments, jokes, or images
- unwelcome physical contact
- unwelcome comments (positive or negative) about one's appearance
- intrusive questions about one's personal life
- aggressive language or physical interactions
- unwelcome, inappropriate, or repeated communication via text, email, social media, etc.
- assigning or denying opportunities based on race, gender, identity or other trait when that trait has no bearing on the individual's ability to perform the work
- retribution for reporting incidents of harassment or discrimination

Documentation

If harassed or discriminated against, or if you are unsure if what you are experiencing is harassment or discrimination, the best course of action is to document your experience in detail and to communicate your concerns using the Communication Pathways listed here.

Mandatory Reporting

Please be aware that K-State employees are required to report certain incidents:

"While the university strongly encourages all campus community members to report incidents of discrimination (including sexual violence), several classifications of employees have been identified as Responsible Employees who are required to report information about discrimination (including sexual violence) to OIE. These Responsible Employees include all administrative employees and supervisory employees for matters within the scope of their supervision." ¹

Crime or Emergency

If the concerning behavior is a criminal act such as assault, please contact the police. If you are in imminent physical danger, please call 911.

*Materials adapted from and inspired by:
Chicago Theatre Standards
The League of Independent Theater Anti-Harassment Toolkit
Theatrical Intimacy Education*

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¹ <https://www.k-state.edu/oie/faqs.html>

Communication & Reporting Pathways

Please note: you may enter this network at any point, or at more than one point. We encourage you to use the communication pathway first, when warranted.

Communication Pathway

Option A

Some uncomfortable interactions are the result of misunderstandings, mistakes, ignorance, or well-meaning but hurtful, lapses of judgement. Often a quick exchange addressing the concern can be the most effective way to foster a supportive, open environment for everyone involved.

If you feel comfortable and safe doing so, K-State Theatre encourages you to directly address your concerns with the individual(s) involved. This interaction can take place immediately or after some time has passed, in the presence of others such as at a rehearsal or meeting, or privately. If the interaction takes place privately, it is strongly suggested that you inform a trusted faculty member so you can be fully supported should a need for further action arise.

Option B

If you do not wish to directly address the individual(s) involved, or if you feel that further action is warranted, your stage manager, deputy, director, and/or the instructor of record are available to help you resolve concerns or issues.

Reporting Pathway

Option C

You may submit your concerns electronically at:

https://kstate.qualtrics.com/jfe/form/SV_4SXZctu7XpCgxQq

either anonymously or with personal identification. All responses in this form are optional and will be kept private and confidential unless you provide express permission to disclose your concerns to relevant persons. Please send any relevant attachments you have that support your concern (not required) to email or directly to one of the people on this pathway.

Please bear in mind that we desire to swiftly resolve any concerns that disrupt your well-being, sense of belonging, and professional experience with K-State Theatre. Should you choose to remain anonymous and/or do not want to be contacted for follow up, our ability to respond satisfactorily might be limited. That being said, we will do what we reasonably can with the information we receive, whether formally or informally.

Option D

If you do not wish to address your concern to them, or if no resolution can be agreed upon, other faculty and/or the appropriate Associate Director will be advocates for students who are experiencing harassment or discrimination.

Option E

As a representative of the program and its commitment to a safe and respectful learning environment, the Director of the School of Music, Theatre and Dance is also available to help you resolve concerns or issues that may arise throughout the duration of your educational experience here. In the spirit of cooperation, community, and empathy, MTD strives to resolve disagreements within the School. The School Director, whenever practical, can mediate disputes between the parties concerned.

Option F

If an issue cannot be resolved through the above channels or if you feel the need to escalate the report, there are multiple reporting channels at the university level:

<https://www.k-state.edu/report/here-to-help/reporting.html>