

**WPS ZERO-TOLERANCE BULLYING/  
HARASSMENT POLICY**

Waterville Playshop has a zero-tolerance bullying/harassment policy for all participants, cast members, staff, volunteers, patrons, and any individuals associated with our activities. We do not tolerate bullying or discriminatory actions or speech in any form or manner. Though not an exhaustive list, our policy prohibits the following: any physical or verbal forms of harassment, threats, intimidation, or discrimination based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, body size, eating choices or expression. Any participant who experiences or witnesses bullying or harassment is strongly encouraged to immediately report the incident to a staff member.

Waterville Playshop strictly enforces a zero-tolerance policy in alignment with our commitment to fostering an inclusive and respectful environment. We strive for our organization to be a place where everyone feels safe and welcomed, so any forms of bullying and harassment are not tolerated in our community. Violations of this policy will result in disciplinary action(s) specific to each incident, and can range from warnings to immediate termination from our organization, and exclusion from future programs, and/or other actions as deemed appropriate by the Board of Directors. There will be no refunds of any fees, ticket purchases, or T-shirts, prior to termination.

I have read, and understand the above policy:

Cast member name (print)\_\_\_\_\_

Cast member signature\_\_\_\_\_

Parent/guardian Signature if under 18\_\_\_\_\_

Dated:\_\_\_\_\_

