



## Code of Conduct

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Growl Theatre is a community-based organisation in Brisbane dedicated to staging quality performances and providing enjoyable entertainment for our local audience. As a volunteer-led theatre, we rely on the commitment, professionalism, and respect of all our members—whether they are performing on stage, working behind the scenes, or representing the Theatre in the wider community.

To support this, all members are expected to behave respectfully towards fellow members, the public, and Growl Theatre as an organisation. Disrespectful or inappropriate behaviour, especially when representing the Theatre will not be tolerated.

Growl Theatre thrives on a welcoming atmosphere of creativity, fun, learning, and collaboration within a safe and inclusive environment. This Code of Conduct outlines behaviours that are considered unsafe, inappropriate, unlawful, or contrary to the values and standards we uphold. It exists to protect all members and to help maintain the positive, community-minded spirit that defines Growl Theatre.

While this document aims to cover key expectations, in the event of a situation not addressed here, common sense, mutual respect, and good judgement should guide all actions and decisions.

## Growl Theatre Committee

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Our 2025 management committee members are:

- **President:** Rhiannon Said
- **Vice-President:** Aerlyn O'Brien
- **Artistic Director:** Jason Sharland
- **Secretary/Treasurer:** Jason Sharland
- **General Committee members:** Charles Langford, Brendan James, Leisa Bye, Julie Bray, Marion Jones, Catherine Sturk, Aaron Watson, Kelly Lyonns
  
- **Membership Officer:** Leisa Bye
- **Tech Manager:** Aerlyn O'Brien
- **Costume Convenor:** Kelly Lyonns
- **Front of House Manager:** Charles Langford

# Behaviour Expectations

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All members are expected to follow these guidelines during rehearsals, shows, meetings, and events, and whenever representing Growl Theatre.

- 1. Respect Others**  
Treat cast, crew, volunteers, audiences, and guests with respect and kindness. Value all backgrounds, abilities, and perspectives.
- 2. Be Professional**  
Be punctual, prepared, and reliable. Let someone know in advance if you're running late or can't attend. Follow directions and contribute positively to the team.
- 3. Create a Safe, Inclusive Space**  
No bullying, harassment, or exclusion. Help make Growl a space where everyone feels safe and welcome.
- 4. Speak Thoughtfully**  
Use respectful, constructive communication—face-to-face, online, and in writing. Avoid gossip or speaking on behalf of the Theatre without approval.
- 5. Respect Property and Space**  
Treat props, costumes, venues, and shared spaces with care. Clean up after yourself and report any damage or hazards.
- 6. Support Learning**  
Encourage each other, especially those learning new skills. Be generous with your knowledge and open to feedback.
- 7. Responsible Substance Use**  
Avoid alcohol or drugs that could affect your participation, unless clearly permitted (e.g. at social events).
- 8. Technology and Media Use**  
Only film, photograph, or share rehearsal/performance content with permission. Always ask first.
- 9. Fairness and Inclusion**  
Support equal opportunity and respectful collaboration. Be mindful of privilege and power dynamics.
- 10. Reporting Concerns**  
If something isn't right, speak up. Report issues to the Committee—confidentially and without fear of retaliation.

● *Questions or concerns? Contact the Committee at [admin@growltheatre.org.au](mailto:admin@growltheatre.org.au)*

# Unacceptable Conduct

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The following behaviours are not acceptable and may lead to disciplinary action:

- **Bullying or harassment** of any kind
- **Discrimination** (race, gender, sexuality, age, disability, etc.)
- **Aggressive, violent, or threatening behaviour**
- **Theft or damage** to property or resources
- **No-shows or repeated unreliability** without communication
- **Being under the influence** of drugs or alcohol at rehearsals, performances, or events
- **Gossip, rumours, or toxic behaviour** that harms the group
- **Publicly criticising Growl Theatre or its members**, including online

● *Help keep Growl Theatre safe, respectful, and welcoming for everyone.*

# Major Offences

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The following actions are considered serious breaches of the Code of Conduct and may result in immediate suspension or removal from Growl Theatre:

- **Violence or Threats**  
Any violent, threatening, or abusive behaviour—physical or verbal—toward another Growl member or the public while representing the Theatre.
- **Illegal Substance Use**  
Being under the influence of, possessing, or distributing illegal substances while participating in or attending Growl Theatre activities.
- **Sexual Harassment**  
Any unwanted sexual advances, requests for sexual favours, or inappropriate comments or conduct toward another person while representing Growl Theatre.
- **Financial Misconduct**  
Misuse of Growl Theatre funds, including unauthorised personal use, failure to bank funds in a timely manner, or refusal to provide required access to financial accounts.
- **Undisclosed Criminal History**  
Failure to disclose a criminal history that would prevent safe or legal participation in Theatre activities—especially convictions involving children, violence, or other serious offenses.
- **Doxing**  
Sharing private or identifying information about another person without their consent, with the intent—or likely consequence—of causing harm.
- **Deliberate Property Damage**  
Intentional destruction or defacement of Growl Theatre property, including sets, props, costumes, equipment, or venues.

# Lesser Offences

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Lesser offenses may not warrant immediate removal but still require correction. These include:

- Regular lateness or missed commitments without notice.
- Minor conflicts or unprofessional conduct during rehearsals or meetings.
- Occasional misuse of shared spaces or resources.
- Disrespectful tone or language in conversations or emails.
- Breach of etiquette backstage or during performances.
- Social media posts that may cause embarrassment or confusion, even if unintentional.

Repeated lesser offenses, or failure to address them when raised, may escalate to more serious consequences.

In these matters common sense will prevail over what is considered to be a Major or Lesser offence by the Growl Theatre Committee.

# Definitions

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## Harassment

Harassment is any unwelcome or unsolicited behaviour that offends, humiliates, or intimidates someone based on a protected attribute under the *Anti-Discrimination Act 1991 (QLD)*. It can be a single incident or a pattern of behaviour, and may include:

- Verbal abuse or offensive comments
- Bullying, trolling, or spamming (online or in person)
- Threatening messages or conduct
- Inappropriate jokes or gestures

Harassment may be directed at individuals or groups and can occur in person, over the phone, via social media, or in writing. If the behaviour relates to someone's identity and causes harm, it may constitute harassment—even if not intended that way.

The protected attributes include:

- sex
- pregnancy or breastfeeding status
- race
- age
- marital or domestic status
- sexuality
- disability.

## Sexual Harassment

Sexual harassment is any unwelcome behaviour of a sexual nature that could reasonably make someone feel offended, humiliated, or intimidated. Examples include:

Sexual harassment is any unwelcome behaviour of a sexual nature that could reasonably make someone feel offended, humiliated, or intimidated. Examples include:

- Sexual jokes or comments
- Unwanted touching, hugging, or staring
- Intrusive questions about someone's private life or appearance
- Sending sexually explicit messages, images, or emails

This conduct is unlawful under the *Anti-Discrimination Act 1991*.

## Threats

A threat is any statement, gesture, or action intended to cause harm, fear, or pressure—physically, emotionally, or materially. Under Section 359 of the *Criminal Code Act 1899 (QLD)*, threats may be verbal, written, or conveyed through behaviour.

Examples include:

- Verbal threats (e.g. "I'll hurt you")
- Written threats (e.g. messages about damaging property)
- Threats by conduct (e.g. Intimidation through behaviour)

A threat becomes a criminal offence if the victim reasonably believes the threat is serious and likely to be acted on.

## Prejudice

Prejudice is an unjust or unfounded attitude—often based on stereotypes—towards individuals or groups. It can be expressed through language, behaviour, or content that promotes hatred, exclusion, or discrimination.

Examples include:

- Racial or ethnic slurs
- Offensive comments about religion or belief systems
- Derogatory remarks about someone's sexual orientation or identity
- Sharing links or images that promote hate or division

## Dispute Process

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Growl Theatre recognises that concerns may arise between members or during the course of a production. All complaints will be handled fairly, respectfully, and in a timely manner.

### 1. Complaints During a Production

If a complaint arises during rehearsals or a show:

- **Submit in Writing:** The complaint must be submitted in writing to the **Director** of the production.
- If the complaint involves the Director, it should be sent to the **President** of Growl Theatre instead.

#### Initial Review

- The Director (or President) will assess whether the complaint is legitimate and should proceed.
- The complainant will be informed of this decision.

#### Evidence and Meetings

- If the complaint moves forward, the complainant will be asked to provide relevant **evidence or witness statements** within **7 days**.
- A meeting will be arranged with the **Director and President** (or substitute committee members if either is involved or unavailable).
- The complainant may bring a **support person** from Growl Theatre to the meeting.

#### Response from the Other Party

- Once the complaint has been reviewed, the person it concerns (the “respondent”) will be informed and given the opportunity to respond with their own **evidence and witnesses**.
- A similar meeting will be held with the respondent, also with the option to bring a support person.

#### Committee Decision

- After both parties have been heard, the Director and President will present the findings to the **Growl Theatre Committee** within **3 days**.
- The Committee will vote on the outcome. A **majority decision** will determine the next steps.

## Outcome

- Both parties will be notified of the outcome **within 24 hours** of the decision.
- If the complaint is upheld, the Committee will determine appropriate action. If not, the matter will be closed.

## 2. Complaints Outside of a Production

For complaints unrelated to a current show:

- Submit the complaint in writing to the **President** of Growl Theatre.
- If the complaint involves the President, submit it to another **Committee member**.

## Process

- The receiving Committee member will assess the complaint's validity and advise the complainant.
- If valid, the matter will be referred to the Committee, and a designated member (usually the President, unless involved) will lead the process.
- The same steps as outlined above will be followed for evidence gathering, meetings, and resolution.

# Sentencing Options

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## Major Offences

Members found guilty of a major offence will be permanently removed from Growl Theatre. This ban includes performing, membership, committee roles, and attending events.

## Lesser Offences

The Committee will determine appropriate penalties based on the offence's severity. A **three-strike system** applies: if a member commits three lesser offences, it will be treated as a major offence, resulting in a lifetime ban.

## Possible Penalties for Lesser Offences

- Suspension from all Growl Theatre activities for **1 to 12 months**.
- No suspensions longer than 12 months will be imposed.