

TBC Improv – Code of Conduct

TBC Improv is committed to creating playful, respectful, and genuinely welcoming spaces—whether you're learning, performing, rehearsing, teaching, working, or simply watching. Everyone in our community shares responsibility for maintaining a safe and inclusive environment.

This Code of Conduct is a living document and may be updated as we grow.

1. Boundaries & Physical Contact

Improv can get tactile, but your body, your rules.

- Ask before initiating physical contact in any scene or exercise.
 - Permission must be given clearly and can be withdrawn at any time.
 - Anyone may pause or stop a scene or exercise if they feel uncomfortable, unsafe, or unsure.
- Report any concerns directly to the facilitator or via hello@tbcimprov.com.

2. Topics, Triggers & No-Go Zones

Scenes can take unexpected turns. If you have topics that are off-limits:

- Tell the facilitator anytime, or
 - Flag concerns during a scene or exercise, or
 - Escalate privately via hello@tbcimprov.com.
- We will always support you in stepping back from material that feels harmful or inappropriate.

3. Inclusion & Respect for Identity

Everyone is welcome here. We do not tolerate harassment, discrimination, or jokes at someone's expense based on identity—including gender or gender expression, sexual orientation, race, ethnicity, disability, age, religion or lack thereof, socioeconomic background, or physical appearance.

This includes inappropriate touch, stereotypes, slurs, demeaning language, or identity-based “punchlines.”

4. Respectful Behaviour in All Spaces

Whether teaching, learning, performing, facilitating, rehearsing, or attending:

- No one has the right to ignore or override someone's boundaries.
 - Don't talk over, interrupt, shame, belittle, or intimidate others.
 - Treat others' comfort levels with the same generosity you'd give a scene partner's offer.
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5. Accessibility, Comfort & Our Spaces

We work to make our classes and events accessible and comfortable.

If something in the venue or environment affects your safety, inclusion, or ability to participate:

- Let the facilitator or organiser know, or
- Email hello@tbcimprov.com.

We will make reasonable adjustments wherever possible.

6. Alcohol & Substance Policy

To ensure safe, responsible spaces:

- Teachers, facilitators, performers, and rehearsal participants must not be under the influence of alcohol or drugs while teaching, performing, or rehearsing.
 - Audiences may consume alcohol at licensed events, but must continue to behave respectfully and safely.
 - Anyone whose behaviour becomes unsafe or disruptive may be asked to step out or leave the event.
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7. Photos, Videos & Opt-Out

Our facilitators may take photos or short recordings of classes, and shows may be photographed or filmed for promotion or documentation.

If you prefer not to appear in any images or recordings:

- Tell the facilitator or organiser at any time, and we'll ensure you are opted out.
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8. Stopping the Action

Performers, students, teachers, and facilitators all have the right to halt a scene, exercise, or interaction if something feels unsafe or inappropriate. Likewise, hosts may decline, modify, or stop audience suggestions or participation that crosses boundaries.

9. Reporting, Escalation & How We Handle Concerns

If you experience or witness behaviour that violates this Code:

- Speak with the facilitator, organiser, or host, or
- Email hello@tbcimprov.com.

When concerns are raised:

- We take them seriously.
 - We will review, investigate, and follow up as appropriate to the situation.
 - The Chief (or designated lead) will respond and update you where due and appropriate.
 - Actions may include warnings, mediation, removal from an event/role, or other measures needed to maintain safety.
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10. No Retaliation

Raising a concern will never lead to punishment or negative treatment. We are committed to protecting anyone who speaks up in good faith.

Thanks for helping keep our spaces kind, brave, and brilliant.

Lauren Berning
Founder & Chief Improviser

