

Communicating Concerns

Purpose

The Department of Theatrical Arts at Utah Valley University is committed to creating a culture of communication, safety, respect, and accountability for all of our community members. The Department takes reports of discrimination and harassment seriously and endeavors to address issues in a thorough and timely manner. Examples might include but are not limited to:

- the use of slurs or racially charged language
- suggestive or degrading comments, jokes, or images
- unwelcome physical familiarity
- 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 you are being harassed or discriminated against, or if you are unsure if what you are experiencing is harassment or discrimination, your best course of action is to document your experience in detail (by writing or other means) and to communicate your concerns using the Communication Pathways on the next page.

Mandatory Reporting

Please be aware that UVU employees are required to report certain incidents:

"If a student, employee, or visitor tells any UVU staff or faculty member about having survived sexualized violence, including rape, sexual assault, dating violence, domestic violence, or stalking, and specifies that this violence occurred while they were a UVU student, an employee, or while visiting on campus, federal and state education laws and UVU policy require that staff and faculty notify the Title IX Coordinator. The coordinator will then contact the person and ensure that they are aware of the many services and resources that the University offers. The coordinator will also report to law enforcement those crimes mandated by law. If either party involved in the sexual violence is a minor, staff and faculty are required to report the incident to the UVU Police Department immediately and then notify the Title IX Coordinator."

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*

Communication Pathways

Please note: you may enter this response network at any point that is comfortable for you, or at more than one point.

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, we encourage 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. However, if the interaction takes place privately, we strongly suggest informing a trusted faculty member so we may fully be aware and support you should a need for further action arise.

Option B

If you do not wish to directly address the individual(s) involved, or if you addressed the individual(s) but no resolution can be agreed upon, your class or production deputy, stage manager, and/or the instructor of record are available to help you resolve concerns or issues.

Option C

If you do not wish to address your concern to a deputy or the instructor, or if no resolution can be agreed upon, other faculty members (including the department chair) may be willing advocates for students who are experiencing harassment or discrimination. As representatives of the department and its commitment to a safe and respectful learning environment, they are available to help you resolve concerns or issues that may arise throughout the duration of your educational experience here.

Option D

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:

Stay Safe at UVU: Report and Support

<https://www.uvu.edu/reportandsupport/>