

## The Victorian Lyric Opera Company Concern Resolution Path

Creating a safe environment for all members is important to this company and VLOC encourages reporting of all perceived incidents of discrimination and/or harassment, regardless of the offender(s)' identity or position. It is the policy of the company to promptly investigate all complaints thoroughly and take appropriate action in a timely manner. The investigation may include individual interviews with the parties involved and with parties who observed the incident or who may have other relevant knowledge.

VLOC will maintain confidentiality throughout the investigation process to the extent consistent with an adequate investigation and (if applicable) appropriate disciplinary action. The following individuals are available to help you resolve any concerns or issues that may arise. We encourage concerns of Level Two and above to be made in writing when possible.

False or malicious complaints of discrimination, harassment, or retaliation (excluding erroneous complaints made in good faith) will be subject to appropriate disciplinary action.

### **Level One**

If you feel comfortable doing so, we encourage you to first directly address your concern with the individual(s) involved. This helps to foster an honest and open community and is often the fastest path to a resolution.

### **Level Two**

If you are not comfortable directly addressing the individual(s) involved, or if no resolution can be agreed upon, your next points of contact can be any of the following:

NAME: Doug Maryott  
TITLE: Stage Manager  
EMAIL: [maryottd@gmail.com](mailto:maryottd@gmail.com)  
PHONE #: 301-646-4774

NAME: Kate Huntress Reeve  
TITLE: Director  
EMAIL: [ktmezzo@aol.com](mailto:ktmezzo@aol.com)  
PHONE #: 301-674-0575

NAME: Kent Woods  
TITLE: VLOC Board Show Representative  
EMAIL: [kentwoods77@gmail.com](mailto:kentwoods77@gmail.com)  
PHONE#: 202-360-3484

### **OR ANY MEMBER OF THE VLOC BOARD OF DIRECTORS**

### **Level Three**

If an issue is not resolved through Levels One and Two, or if you are an individual named in Level Two who needs assistance to resolve the issue, your next points of contact can be any of the following people. The contacts at this level may consult with each other and review any legal or other implications of any decision.

NAME: Helen Aberger  
TITLE: President, Board of Directors  
EMAIL: [soundslikehelen@gmail.com](mailto:soundslikehelen@gmail.com)  
PHONE#: 609-865-0772

A complaint may include allegations of civil or criminal misconduct or liability and may require legal advice or action. In case of physical emergency or criminal activity, call 911.