

The Victorian Lyric Opera Company Anti-Discrimination Policy

Objective

Victorian Lyric Opera Company (VLOC) is committed to creating and maintaining a work environment free from unlawful harassment, discrimination, and retaliation. All members are to be treated with dignity, decency, and respect. All members are covered by and are expected to comply with this policy.

Prohibited Conduct Under This Policy

VLOC does not discriminate, or tolerate discrimination, harassment, or retaliation, on the actual or perceived basis of race, color, religion, sex, national origin, sexual orientation, gender, gender identity, age, disability, family responsibilities, veteran status, documented status, immigration status, or any other characteristic characterized and protected by law (collectively, these are henceforth known as “protected characteristics”). All members are to be treated with dignity, decency, and respect.

1. **Discrimination** is any disparate treatment directed toward an individual(s) on the basis of their Protected Characteristic(s) that adversely affects their ability to work, perform, or otherwise participate in VLOC activities.
2. **Harassment** is “unwelcome *conduct* that is based on race, color, religion, sex, national origin, age, disability or genetic information” (U.S. Equal Employment Commission). Offensive conduct may include, but is not limited to, threats, non-consensual physical contact, physical violence, pranks, jokes, bullying, epithets, derogatory comments, vandalism, or verbal, graphic, or written conduct directed at an individual(s) because of their Protected Characteristic(s).

The conduct does not need to be directed at a specific person(s) for harassment to have occurred. A hostile environment is created when the conduct is sufficiently severe or pervasive and objectively offensive as to interfere with an individual(s) ability to work, perform, or otherwise participate with VLOC’s activities.

3. **Retaliation** is any adverse action, discriminatory behavior, or harassment in response to/or discouragement of a complaint being brought against an individual(s)

Distribution of Policy

This policy shall be posted on VLOC’s website, distributed at the first production meeting of each show, and at the first rehearsal for each production.