

David Geffen School of Drama/Yale Repertory Theatre

Respect in Our Workplace Protocol

08/11/2022

David Geffen School of Drama and Yale Repertory Theatre (School/YRT) depend upon respect and transparency as the basis for all collaborations and working relationships. The School/YRT support and aim to foster an anti-racist, anti-oppressive, civil, respectful, and open-minded culture so that all of us can live and work in an environment free of harassment, bias-motivated behaviors, and unfair treatment. We strive to create a psychologically safe environment in which to examine and dramatize topics that are controversial, complex, and provocative.

The School/YRT expect all community members including employees, students, staff, faculty, interns, guest artists, independent contractors, and visitors to refrain from actions or behaviors that intimidate, humiliate, or demean persons or groups or that undermine their security based on traits related to race, ethnicity, country of origin, religion, gender identity/expression, sexual orientation, age, disability, marital status, veteran status, or other category protected by state or federal law.

The School/YRT adhere to Yale University's philosophy that all community members should enjoy an environment free of any form of harassment, sexual misconduct, discrimination, or intimate partner violence. While working and studying at, or visiting, the School/YRT, all community members may make use of the University's resources available to prevent, report, and respond to sexual misconduct. An overview of policies, definitions, and resources is published in this bulletin and posted in each of our buildings.

The School/YRT are committed to providing a working environment where community members are listened to and taken seriously. If you see or experience any form of discrimination, sexual harassment, or sexual misconduct, we encourage you to report it immediately by following the process below.

Resolution may take many forms including, if you feel comfortable doing so, to first directly address the individual(s) involved. This initial communication tactic helps to foster an honest and open community.

How to Report Discrimination, Sexual Harassment, or Sexual Misconduct to the School/YRT

To make a formal report of an incident of discrimination, sexual harassment, or sexual misconduct to the School/YRT, you may contact your immediate supervisor, the head of your program, or any of the staff members listed here: Trinh DiNoto, director of human resources (trinh.dinoto@yale.edu, 475.238.45.20); Chantal Rodriguez, associate dean/Title IX coordinator/discrimination and harassment resource coordinator (chantal.rodriguez@yale.edu, 203.980.7313); Florie Seery, associate dean/managing director (florie.seery@yale.edu, 917.744.0400); James Bundy, dean/artistic director (james.bundy@yale.edu, 203.668.7335).

Please note that employees of the School/YRT are required to notify a University Title IX coordinator about the facts of any sexual harassment or sexual misconduct incident reported. You may choose to request confidentiality from the University. We encourage you to report any discrimination, sexual harassment, or sexual misconduct as soon as possible, either in writing or in person. See Resources on Sexual Misconduct in the chapter Yale University Resources and Services for more information.

You will not be penalized for reporting We are committed to providing a safe, supportive environment for any member of our community who reports discrimination, sexual harassment, or sexual misconduct, either during or after their time with the School/YRT. No one, including your peers, supervisor, or another manager, will be permitted to retaliate against you, in future hiring choices or otherwise.

What you should do if the behavior is recurring after it has already been reported If discrimination, sexual harassment, or sexual misconduct reoccurs after you have made a report, it is particularly important that you report it again immediately. Do not wait until you cannot tolerate the behavior any longer. The School/YRT are determined to stop any discrimination, sexual harassment, or sexual misconduct immediately, and we cannot know that it is continuing without your report.

In following these guidelines, we believe our community can best uphold the mission and values of the School and YRT and be an inspiration for all those committed to this art form.