



COBB COUNTY & JENNIE T. ANDERSON THEATRE
ANTI-RACISM, ANTI-BIAS, AND ANTI-HARASSMENT PLAN



§-I. SCOPE

The Jennie T. Anderson Theatre is a special event facility within the Cultural Affairs unit of Cobb County PARKS. It is a government facility with the primary purpose of renting to local organizations and producing creative programming for the community.

Recent actions within the Atlanta theatre industry have allowed us to continue, adjust and instill new positive goals and plans for inclusion. We want to celebrate our community in its entirety. We seek to build a workplace where diversity is not overlooked or overthought; it is a standard practice and way of thinking that should be matched by all who enter and operate at the facility. We strive to support BIPOC artists in our show and concert selections, casting, hiring of creative team members and outreach for these opportunities. Greater efforts will be made in community outreach to further expand our patron base to reflect the diversity in our audiences, casting, and staffing.

Even though we are primarily a rental house, we still take responsibility in the programming of live events we produce throughout the year; this includes concerts, musicals, outdoor events, virtual showcases, and holiday revues. Over the course of a year, Cobb County employs approximately 200 artists for the Jennie T. Anderson Theatre stage. We are proud so many artists continue to support the work we produce and we will remain vigilant on our goals to promote and defend diversity with whatever power we have as a county government facility.

§-I. PURPOSE

Cobb County and the Jennie T. Anderson Theatre are committed to a work environment in which all individuals are treated with respect and dignity. Individuals have the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices. Therefore, Cobb County and the Jennie T. Anderson Theatre expect that all relationships among persons will be business-like and free of bias, prejudice and harassment. This policy establishes safeguards for employees against harassment and discrimination in the workplace that are consistent with federal employment law and guidelines enforced by the Equal Employment Opportunity Commission, and sets forth avenues for reporting allegations of harassment and/or discrimination.

§-III. POLICY

Cobb County and the Jennie T. Anderson Theatre do not and will not tolerate discrimination of its employees. Toward this end, Cobb County and the Jennie T. Anderson Theatre will strive to create an environment of inclusion and diversity. Included in this approach is the requirement of:

- Diversity represented in casting, for all productions;
 - BIPOC artists represented beyond roles that require diverse casting.
- Diversity represented in show/concert selections;
 - Shows that celebrate diversity.
- Diversity represented in creative team selection;
 - Directors
 - Lighting Designers
 - Sound Designers
 - Choreographers
 - Music Directors
 - Accompanists
 - Assistants
 - Stage Managers

§-IV. DEFINITIONS

A. Under this policy, the term "harassment" includes, but is not limited to, offensive slurs, jokes, comments, gestures, pictures, posters, objects or graffiti, and any other offensive verbal, graphic, or physical conduct relating to an individual's race, color, sex (which includes pregnancy, sexual orientation and gender identity), religion, national origin, citizenship, age, or disability. Communications that are harassing include, but are not limited to, those conveyed in person, in writing, via email, text message, social media, or any other form of electronic communication. Such harassment is prohibited when it creates an intimidating, hostile or offensive work environment that unreasonably interferes with an individual's work performance.

B. Under this policy, "harassment" includes specifically "sexual harassment," which is a form of discrimination. "Sexual harassment" includes engaging in speech or conduct of a sexual nature which is known or should reasonably be known to be unwelcome. It includes, but is not limited to, sexual advances, requests for sexual favors, sexual remarks, suggestive comments and gestures, the display of sexually suggestive pictures, posters, objects or graffiti, offensive physical contact or touching, and other verbal, graphic, or physical conduct of a sexual nature. Such conduct is prohibited when it explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

C. Under this policy, the term "discrimination" includes making employment decisions on the basis of an individual's race, color, sex (which includes pregnancy, sexual orientation and gender identity), religion, national origin, citizenship, age, veteran status, or disability or engaging in practices that have the effect of discriminating against individuals on the basis of their race, color, sex, religion, national origin, citizenship, age, veteran status, disability, or any other classification protected by law in matters of employment.

§-V. PROCEDURES

A. An employee should not assume that the County or Jennie T. Anderson Theatre are aware of any problems she/he/they may be experiencing or that the employer is aware of any problems being experienced by other artists. It is the responsibility of artists to hold the employer accountable; bring any complaints or concerns to the County and/or facility's attention so that they may be addressed. An effective No Harassment No Discrimination policy depends on all of employees, working together to address this very important subject; therefore, the following alternate avenues are available to employees to report acts they believe to be discriminatory or harassing:

(1) Any artist who believes she/he/they has been harassed or discriminated against by any County Employee, contractor, vendor, or member of the general public, must report the matter to someone in his/her/their creative team. Those receiving the complaint must then immediately report the complaint to the Managing Director for review and/or investigation.

(2) Any artist who has knowledge or information that any other individual has been harassed or discriminated against by a supervisor, co-worker, contractor, vendor, or member of the general public any individual listed in Section (V)(1) above must follow the reporting structure as outlined in Section (V)(1) above. Report the matter to his/her/their Managing Director.

(3) In addition, Cobb County encourages individuals who believe they are being subjected to such conduct, if they feel comfortable, to promptly advise the offender that his/her/their behavior is unwelcome and to request that it be discontinued. Artists are encouraged to document their notice to the offender, including the date, time and manner in which the employee notified the offender that the behavior is unwelcome. Cobb County recognizes, however, that an individual may prefer to pursue the manner through the above outlined complaint procedures.

B. Where violations of this policy have occurred, timely and appropriate disciplinary action, up to and including termination, will be taken. While some petty slights, annoyances, or isolated incidents may not rise to the level of severe or pervasive behavior

that would violate this policy, these behaviors may violate other Cobb County policies, and will be addressed promptly.

C. Complaints will be kept as confidential as possible within the confines of a reasonable investigation.

D. No artist will be retaliated against for voicing a complaint in good faith, or for participating in an established complaint resolution process. Anyone who intentionally supplies false or misleading information (to include the original complaint), or who attempts to harass, intimidate or retaliate against another artist for filing a complaint, or for providing information in connection with a complaint will be subject to disciplinary action, up to and including termination of employment.