

Concern Resolution Path

Creating a safe and comfortable environment for all members of our team is important to this company. We take concerns seriously and seek to address issues in a sensitive and timely manner. The following individuals are available to help you resolve any concerns or issues that may arise. We encourage concerns of level 2 and above to be made in writing when possible.

Level One

Unless you are concerned for your safety or otherwise uncomfortable doing so, we urge 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 an issue has not been resolved through Level One, or if no resolution can be agreed upon, your next points of contact can be any of the following:

Name: _____ XXXX _____
Position: ___ Stage Manager _____
Email: _____
Phone: _____

Name: _____
Position: ___ Company Deputy (elected) _____
Email: _____
Phone: _____

Name: _____
Position: ___ Technical Director _____
Email: _____
Phone: _____

Level Three

If an issue is not been 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: _____
Position: ___ Associate Producer _____
Email: _____
Phone: _____

Name: _____
Position: ___ Artistic Director _____
Email: _____
Phone: _____

A complaint may include allegations of civil or criminal misconduct or liability, and may require legal advice or action.

A violation of civil rights should be reported to local law enforcement or the Iowa Attorney General's Office. In case of physical emergency or criminal activity, call 911.