

SIC Non-Discrimination & Harassment Policies

The following policies can be found in Syracuse Improv Collective, Inc.'s Policies & Procedures, which are available to read upon request.

SIC, Inc. Non-Discrimination Policy

The Syracuse Improv Collective, Inc. does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to selection of volunteers, contractors and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members, volunteers, subcontractors, vendors, and clients.

SIC, Inc. Harassment Policy

The Syracuse Improv Collective is committed to maintaining an environment that is free from intimidation, coercion, or harassment, including sexual harassment. All employees, independent contractors, SIC Members, volunteers, Trustees, and Directors are responsible for conducting themselves in a professional manner which provides respect to others, including guests, clients, each other, volunteers, and other visitors. Similarly, these individuals are expected to avoid engaging in harassing behavior. Any behavior or action that creates a hostile environment, is unduly coercive, intimidating, harassing, or sexual in nature is inappropriate and prohibited.

Inappropriate conduct will also include unsolicited and unwelcome remarks of a sexual nature, unwelcome gestures, physical contact, and the display or circulation of written or electronic material or pictures derogatory to either gender, or discriminatory in any manner. This applies to all business or related interactions between employees, guests, students, volunteers, visitors, and any other individuals. Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, disability, sexual orientation, or any other legally protected characteristic will not be tolerated. The Syracuse Improv Collective encourages a congenial work environment of respect and professionalism. Therefore, we prohibit employees or independent contractors from intentionally harming or threatening to harm other employees, contractors, guests, volunteers, or any other visitors to the Syracuse Improv Collective, or property belonging to any of these parties. Incidents of harassment should be reported to the President of the Board of Directors. Incidents will be resolved using the Internal and External Complaints procedure.