

CSC Policy for the Protection of Minors

For the purposes of this document, a minor is anyone under the age of 18.

It is essential that all adults involved with CSC respect the trust that families invest in us when they permit minor children to participate in our shows and educational programs. Therefore, reasonable boundaries and policies must be established for the protection of minors' rights and safety, and for the integrity of CSC programs.

- When working with minors, refrain at all times from: unnecessary touching of an affectionate nature; roughhousing; sexual or suggestive communication including jokes; discussions of dating life or drug use; corporal punishment, shaming or physical disciplining; use of profanity; comments or actions that can be construed as discriminatory based on race, religion, gender, or identity; actions or words that can be construed as bullying, intimidation, harassment, or threats; proselytizing; selling or soliciting; and recruiting or lobbying for political or social ideologies or campaigns of any kind.
- Parents or guardians have the right to be present during any rehearsal, costume fitting, individual coaching, or class in which their minor children participate. Any role assigned to a minor that involves mature content must be discussed in advance with the artistic director and parent or guardian, preferably at the time of casting.
- Minors will not participate in costume fittings or quick changes of adult actors.
- CSC will ensure that two adults are present at any rehearsal, class, or coaching organized by CSC and attended by a minor.
- CSC will hire or appoint a background-checked guardian to supervise minors when they are not onstage during rehearsals and performances.
- Adults employed by or affiliated with CSC are forbidden to have amorous or romantic relationships of any kind (consensual or not) with CSC-affiliated minors, including students, campers, corps members, interns, and child actors. Violation of this policy will be grounds for dismissal.
- It is very common for minors to make inappropriate, flattering, and attention-seeking invitations to actors (Will you accompany me to the prom? Show up at my birthday party? Serenade my friend? etc.) and it is our policy that adults affiliated with CSC must firmly and politely turn down all such requests.
- All contact with CSC-affiliated minors should take place at CSC-sanctioned or -sponsored events at the theatre, PFI, in the studio, at our camps, and in our partner schools and programs. Interactions should not take place behind closed doors or in other circumstances that could create an appearance of impropriety. Adults employed by or affiliated with CSC may not invite minors to meet with them privately away from or outside of the CSC campus and programs. Any appropriate request for personal attention initiated by a minor (e.g., a request for

individual coaching, an invitation to attend a school play or graduation, etc.) must be approved by the parent or guardian and your direct supervisor or CSC department director.

- Adults affiliated with CSC programs should not engage or interact with minors through social media except in connection with a legitimate educational activity relating to CSC and in accordance with all of the guidelines in CSC Social Media Policy.
- CSC will take all necessary precautions to ensure that minors in its programs are released only to parents or guardians, or to adults authorized (in writing) by the parent to pick them up at the end of the day or session. A check-in/check-out procedure must be established by the program leader, education director, or appropriate member of the production staff. Adults employed by or affiliated with CSC should not provide rides for CSC's minor students, campers, interns, corps members, or child actors, unless two or more adults are present for the duration of the ride. Permission must be granted by the parent or guardian before a CSC adult may transport a minor.
- Never give alcoholic beverages or controlled substances to a minor: It is against the law and will result in disciplinary action up to and including dismissal.
- Everyone affiliated with CSC programming is expected and empowered to intervene if they witness a violation of a minor's rights or safety on our property and in our programs, whether the offender is a guest of CSC, another minor, or an employee.
- Obligation to report: Suspicions of child abuse or neglect must be reported to the managing director. If a minor reports a violation of their rights or safety to you, whether or not it has occurred within our programs, you are obligated to report it to the managing director no later than 24 hours after the incident has been reported to you. There may be a legal obligation to report child abuse or neglect; CSC staff will assist with any such report.
- CSC culture: It has been an important element of CSC's culture in its camps and many youth programs from the beginning that admissions and assignment of roles are non-competitive. For example, no auditions are required, and roles are pulled from a hat rather than assigned based on subjective standards such as popularity, physical appearance, or talent. These practices help support an atmosphere of inclusiveness and prevent favoritism. Do not alter or change these practices without obtaining the permission of the artistic director.
- Minors, parents, guardians, and guests are required to abide by this policy, the CSC Social Media Policy, and the CSC Code of Conduct.