

EXHIBIT B

Educational Theatre Association Hazing Policy

Article I Purpose

Hazing is contrary to the principles of the International Thespian Society. Hazing itself or conduct which represents hazing is against the law. Conduct which represents hazing shall under no circumstances be within the duties or obligations of a member of the International Thespian Society or the Educational Theatre Association. The purpose of this Hazing Policy is to provide guidance on what conduct will be considered Hazing and what procedures shall be followed if such conduct occurs.

Article II Application and Enforcement

This Hazing Policy applies to all Educational Theatre Association (EdTA) and International Thespian Society members, e.g. professional members or troupe directors, all Thespians, junior Thespians, inductees and alumni, for their conduct in operation of the chapters and troupes of the International Thespian Society and their personal conduct in the name of the Society. The Educational Theatre Association views violation of this policy as an extremely grave matter. The day-to-day responsibility of the enforcement of the hazing policy rests with individual Thespians and their troupe and school leaders.

Article III Definitions

Section 3.1. Hazing. Hazing is any action, behavior or situation created by any Thespian troupe or by any member – student or adult – as part of the operations of any troupe voluntarily or involuntarily involving any member(s) or potential member(s) to produce or result in mental or physical discomfort, embarrassment, harassment or ridicule as a prerequisite to or as a requirement for membership or induction into the troupe or the society, or which is otherwise prohibited by federal, state, provincial, or local institution policies, rules, regulations, statutes or ordinances, regardless of the person's willingness to participate.

Section 3.2. Prohibited Actions. Prohibited actions, behaviors and situations constituting hazing include, without limitation, the following in any form or of any kind:

- a. physical abuse in any form;
- b. calisthenics or other exercises;
- c. creation of fatigue, including sleep deprivation;

- d. physical or psychological shocks;
- e. kidnapping;
- f. scavenger hunts;
- g. personal servitude;
- h. verbal abuse;
- i. required uniforms or costumes;
- j. degrading, humiliating or harassing games and activities;
- k. "Hell Week" or any other pre-induction or intensive or condensed programming prior to, following, or in connection with any Thespian ceremony;
- l. the use of induction requirements such as collecting signatures or interviews as a means of harassment;
- m. activities as a prerequisite to or as a requirement for membership or induction in the troupe or society which exposes any inductee(s) to any type of physical danger regardless of degree;
- n. activities which would disrupt public order or tend to bring the troupe or society into disrepute in the local community; and,
- o. other activities not consistent with the principles of the International Thespian Society, or otherwise not in accordance with federal, state, provincial or local laws or ordinances.

Article IV **Violations**

Section 4.1. General Violations. Any individual or collective conduct or acts of omission or commission by any member or troupe meeting the definition of hazing as provided in this policy shall be a violation of this policy.

Section 4.2. Troupe Leader Responsibility. Any adult troupe leader or student troupe officer actively or passively involved in or having knowledge of any hazing activity or failing to follow every requirement of this policy shall be in violation of this policy and shall cause the troupe to be in violation of this policy. Both the adult troupe leader or student troupe officer (whichever the case may be) and the troupe shall be subject to the same penalties.

Section 4.3. Cooperation. Any adult troupe leader or student troupe member who interferes or fails to cooperate in any manner with any investigation of possible

violations of this policy or advocates or encourages the non-compliance or interference with any such investigation shall be deemed in violation of this policy.

Section 4.4. Failure to Report. Any adult troupe leader or student troupe member witnessing or having knowledge of hazing or potential hazing policy violations who does not report said violations to the local school administration and the EdTA Executive Director shall be in violation of this policy and shall be subject to the same penalties as those members actively involved in the hazing.

Section 4.5. Troupe Responsibility. Any troupe found not upholding any individual penalty or other sanction imposed on any member or members for violation of this policy shall be in violation of this policy.

Article V Procedure

Section 5.1. Reported Violation. Any member of the Society who receives information regarding a potential hazing policy violation must:

- a. Immediately report the alleged activity and all available information to the local school administration and the EdTA Executive Director;
- b. Assist as needed to determine the validity of the allegation, including cooperating with any investigation;
- c. Assist as needed to comply with all applicable federal, state, and local policies and ordinances;

Section 5.2. Investigation. If the hazing allegations warrant, the member disclosing the violation, the local school administration, and the EdTA Executive Director must ensure the complaint against the offending troupe and member(s) is investigated and handled in accordance with this policy and the laws, policies and rules of the local school and community.

Section 5.3. Action During an Investigation. During any investigation of alleged violations of this policy, all troupe induction activities shall cease until the investigation is complete, the results are reported to the school and EdTA, and the troupe is authorized to resume such activities.

Article VI Penalties

Section 6.1. Penalties Against Troupe. Upon violation of this policy deemed by the EdTA Governing Board, or their designee(s), to be troupe-wide, sponsored or tolerated by the troupe or its membership, such troupe and its members shall be subject to one or more of the following penalties:

- a. any individual members participating in any hazing activity will be immediately deemed ineligible for any Thespian membership benefit, such as the ability to audition for or receive scholarships, to wear Thespian Honor items, etc.;
- b. the troupe charter will be withdrawn until the school administration appoints a new troupe director or assures the Governing Board the situation has been corrected and will not reoccur, and the school applies for reinstatement of the troupe charter and pays the appropriate fees;
- c. any other sanctions deemed necessary.

Section 6.2. Penalties Against Individual. Any individual member participating in any hazing activity or who is otherwise in violation of this policy will immediately be deemed ineligible for any Thespian membership benefit, such as the ability to audition for or receive scholarships, to wear Thespian Honor items, etc.