

Fantasy of the Lakes

Participants Expectations / Code of Conduct and Harassment Policy

- I. All participants are officially part of the current year's when they have signed and returned a Participation Agreement/Contract. Payroll and check issuance require, return of a signed copy of the Entertainment Agreement/Contract and of these rules and regulations prior to the first performance.
- II. Contractor, contractor's employees, and dependents are required to have a Fantasy of the Lakes Identification Badge/ Pass to access festival grounds during and after hours during the run of the festival.
- III. Contractors and participants must park in designated participant parking areas avoiding areas designated for patrons. No vehicle may enter the festival site after 9 a.m. on show days. All participant vehicles must be removed from the site by 9.30 a.m. Vehicles are permitted to re-enter the festival site approximately 30 minutes after festival close (6:30 p.m. Saturday and 6:30 p.m. Sunday), with the exact time at the discretion of the festival security.
- IV. Contractors who travel with dogs may have them on festival site with written approval of Fantasy of the Lakes and appropriate registration. Applicants must provide proof of vaccination, including rabies provided by Veterinarian. Applications for on-site pets are available through Fantasy of the Lakes management and must be completed and received at the Fantasy of the Lakes offices at least 2 weeks prior to festival (i.e. by April 30, 2022. Unless approved by the Fantasy of the Lakes management as an integral part of the contracted act, pets must be kept restrained and out of general public view during show days.
- V. The words "Fantasy of the Lakes, Fantasy of the Lakes Festival and logos, and other marks/materials relating to the festival are the copyright and sole property of the Fantasy of the Lakes and may be used only with the prior written consent of the Fantasy of the Lakes management. Applications for use may be requested.
- VI. Any illegal act including but not limited to the following may result in termination of your entertainment contract and/or removal from the festival.
- Consumption of alcohol by an underage contractor at any time
 - Public Intoxication by a contractor of legal drinking age during festival working hours of 10 a.m. and 6 p.m. Saturday and 10 a.m. and 6 p.m. on Sunday. Consumption of alcohol is tolerated only with respect to consideration of professionalism, dignity maintained, and hidden to the patrons.
 - Providing alcohol to a minor or minors
 - Use of illegal substances at any time
- VII. All contractors are individually responsible for:
- Personal character development, performance material, and an alternative performance plan during periods of inclement weather.
 - Personal transportation to and from the festival site
 - Service of personal needs including meals during the festival day, appropriate weather protection, and health maintenance.
 - Contractors are responsible for fulfilling their performance commitments as outlined in their contact and the posted performance schedule. Every effort will be made to have the performance schedule posted approximately one week prior to the festival.
- VIII. General performance expectations.
- Stay in character, all times when in the public eye. Avoid anachronisms such as use of plastic cups, visible watches, cell phones, cigarette smoking, and use of modern slang.
 - Performances or demonstrations of swordplay and/or street fights require approval of the Entertainment Director and must be a part of your approved performance/contract. Safety is of paramount importance.
 - Measure your audience during performance and guard against inappropriate language, drug and drinking jokes, etc. especially if children are about. Fantasy of the Lakes is a family-oriented festival.
 - If in any doubt, avoid personal contact (touch) with the audience, especially children. Immediately report any incidents of unwelcome touch or attention, whether from the audience, other cast members, or festival participants.
 - Be aware of the street theatre being created around you. Avoid intruding on someone else's bit; avoid distracting the audience away from a stage, gridded act, or from a craft or living history demonstration.

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- Do not plagiarize other performer's material. Doing so may result in termination of your entertainment contract.

IX. Conduct expectations:

A. At a minimum the following acts may be grounds for termination of your entertainment contract:

- Any act which results in a violation of the policy against harassment and discrimination, including, but not limited to unwelcome physical contact, harassment, vulgar language or images contributing to an overall offensive environment.
- Any act which constitutes gross misconduct of a kind which is materially damaging to Fantasy of the Lakes.
- Violations which materially or adversely affect Fantasy of the Lake's reputation, including violation of federal, state or local laws, or regulations applicable to the business of the festival. Additionally, for any past conviction, entry of guilty/no contest pleas for crimes of moral turpitude.

B. Contractors and their participants and guests must comply with all laws regarding discrimination and harassment, both sexual and racial in nature, and personal conduct.

C. Any additional issues brought forward not already mentioned for which no guidelines exist will be addressed by Fantasy of the Lakes management through customary practices with reference to common sense and compassion.

X. Harassment and Discrimination Policy

Fantasy of the Lakes desires to provide a positive and productive entertainment environment free of discrimination and harassment, and to provide a means of dealing with such incidents should they occur.

A. Harassment, in any form, will not be tolerated at the festival by any of its contractors, vendors, volunteers, or employees/management of the festival. This includes harassment based upon a person's race, color, religion, gender, national origin, age, disability, creed, marital status, veteran's status, status with regard to public assistance and/or sexual orientation and any other category protected by law. If, after appropriate investigation, harassment is found to have occurred, the initiator will be subject to appropriate disciplinary action, depending on the circumstances, up to and including termination of the employment and/or business relationship.

B. **Harassment** is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her race, color, religion, gender, national origin, age, disability, creed, marital status, veteran's status, status with regard to public assistance or sexual orientation and any other category protected by law, or that of his/her relatives, friends, or associates and that:

- Has the purpose or effect of creating an intimidating, hostile, or offensive business or entertainment environment,
- Has the purpose or effect of unreasonably interfering with an individual's work/ performance, or
- Otherwise adversely affects an individual's employment opportunities.

C. **Sexual Harassment** is defined in accordance with the Equal-Employment Opportunity Commission (EEOC) Guidelines, issued November 10, 1980 as:

- Harassment on the basis of sex is a violation of Section 703 of Title VII of the Civil Rights Act. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment.
- Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Harassment can occur intentionally or unintentionally. Some examples of conduct that is prohibited by this policy are listed below. Note that this list is not inclusive of all examples.

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- Epithets, slurs, negative stereotyping; threatening or hostile acts that relate to race, color, religion, gender, national origin, age, disability, creed, marital status, veteran's status, status with regard to public assistance or sexual orientation and any other category protected by law.
- Written or graphic material that denigrates or shows hostility or aversion toward an individual or group because of the above. This also applies to materials of a sexual nature as well and includes materials placed on walls, bulletin boards or elsewhere on the festival's premises or circulated throughout the festival.
- Unwanted sexual comments, innuendoes, flirtations, propositions, or suggestions.
- Use of offensive words of a sexual nature describing body parts or the sexual act, telling "suggestive" jokes or stories, and conversations about sexual exploits, sexual preferences and desires, or suggestive or sexist remarks about a person's clothing or body.
- Unwanted and unnecessary touching, brushing against, patting or pinching.

D. **Reporting Harassment:** Persons who believe they have been victimized through harassment should report those incidents to Fantasy of the Lakes management ASAP so that they may be addressed.

- All complaints will be examined impartially and confidentially without prejudice and without malice toward the reporting party regardless of the status of the person accused per requirements of the harassment statutes.
- Fantasy of the Lakes encourages individuals to make reports of harassment and provide as much information to the festival as possible so that the event may be properly and thoroughly investigated.
- Fantasy of the Lakes does not condone retaliation to persons who report harassment or participates in an investigation.

E. The event hours: 10:00 AM - 6:00 PM will follow Covid guidelines and best practices

- All participants are required to follow the guidelines set forth for the event during that time. Masks required, Sanitizing hands as often as you can, safe 6 ft distance when close to others. Respect space and assist others to follow the same rules in respect in opening more festivals by following CDC.

I have read and understand Fantasy of the Lakes performer expectations, code of conduct, and policy against harassment and discrimination. I agree to be bound by these festival policies for the 2021 Fantasy of the Lakes.

Contractor:

Name

Title

Date
