

STATEMENT OF CARE**

Pre-Amble

As an Employer, Geordie Theatre Theatre has a legal duty to reasonably accommodate the needs of employees and contract workers, as outlined in provincial legislation, the collective agreements to which Geordie Theatre is a signatory, and Geordie Theatre's [human resource policies](#), such as [Employment](#), Conflict of Interest and [Freedom from Harassment and Violence](#). Individuals seeking accommodations or addressing behaviours which contravene the [Code of Conduct](#), are asked to refer to these documents for appropriate steps. This document does not address those issues.

This Statement of Care exists in addition to the organizations' legal requirements and alongside our existing human resource policies, to outline Geordie Theatre Theatre's organizational mindset around care.

Geordie Theatre wishes to be transparent to those currently engaged in a relationship with Geordie Theatre, as well as those who may be considering accepting opportunities and/or engagements.

This statement applies to everyone regularly engaged in the Geordie Theatre workplace, including full- time, part-time, contract, temporary, and casual staff, contract artists, interns, and students.

What is Care?

For the purposes of this statement, care is defined as the provision of what is necessary for the health, welfare, maintenance, and protection of someone. This involves making modifications or adjustments to the usual practice of the organization and/or the theatre industry to address bias, situational, societal, or systemic obstacles. While not a legally required accommodation, without them, individuals are prevented from engaging in their work as their whole person, and if they are within Geordie Theatre's means to address promptly and are without undue hardship to the organization or other individuals, they will be.

These modifications or adjustments (extensions of care) can be requested by an individual or offered by the organization and are provided as a kindness, as Geordie Theatre strives to engage in genuine relationships built on reciprocity.

Statement of Care

Geordie Theatre aspires to provide a welcoming and supportive workplace, which prioritizes the health and wellness of people first. Geordie Theatre acknowledges care looks different to each individual, and a "one-size fits all" approach to care is not inclusive. We are committed to supporting extensions of care, and recognize that while different from legal



accommodations, these still can and do intersect with an individual's race, creed, age, gender, gender expression, gender identity, marital status, nationality, ancestry, ethnic origins, family relationships, dependents, disability, sexual orientation, political affiliation, socio-economic status, and mental wellness.

We are an organization that ceases to exist without its people. Geordie Theatre pledges to fostering organizational thinking that prioritizes meeting the needs of its staff, artists, students, and volunteers, as best it can within its means.

We encourage you to discuss your needs with us so we can strategize how extensions of care may be provided within our available resources.

To help get the conversation started, we would like to share with you this Statement of Care, and some of the extensions of care we already have in place.

Existing Extensions of Care & Considerations

We believe there are many ways to provide care and consideration without financial strain on the organization. The following is a list of extensions of care and considerations we already offer, to be transparent about how we may already be meeting your needs.

Staff:

- Flexible working hours
- Hybrid and work-from-home options, which support health, wellness, and life commitments, where compatible with organizational needs
- Employee health benefit plan for core salaried staff
- Annual Personal Health Account to offset health care needs
- Child and pet-friendly premises
- Workspace modifications to suit the individual
- Sick/Personal/Mental Wellness days
- Staff social functions

Theatre School Students:

- Flexible payment options for enrollment fees
- Financial Assistance and Bursary Fund
 - Full and partial bursaries for students experiencing financial hardship.
 - Financial support for any support persons, which would make it possible for students with disabilities (physical, developmental, intellectual, sensory) to participate in our programs.

More information about this program and how to access it can be found here: [GTS Bursary Fund - Geordie Theatre Theatre](#)

Local and Visiting Artists:

- Scheduling:
 - We recognize being a freelance artist can make it difficult to plan for various life events. We are open to discussing scheduling needs which allow artists to create a work-life balance.
- Can provide access to workspace, including photocopier, wifi, and basic office supplies.
- There is a kitchen available for artist use, including fridge, microwave, dishes, glasses, mugs, cutlery.
- Dairy and non-dairy milks, coffee and sugar are available to artists working with Geordie.
- Dog-friendly – we love dogs at Geordie Theatre! Bringing dogs to the facility is open for discussion with artists, so we can ensure consideration of the sensitivities/allergies of other collaborators.
- Family friendly – we strive to support the needs of families and caregivers. Let us know what you need.
- Access to clean and accessible housing if applicable.
- Access to complimentary and discount ticket allotments.
- Ceremonial supplies for smudging.

What if your care needs are not addressed in the existing extensions of care?

You are welcome to bring any care needs you have which may not be addressed here, to the attention of management at any time. Requests should be brought forward to the person who manages your department, or your primary point of contact.

- For Theatre School staff, interns, students, and their caregivers > GTS Creative Director or GTS Coordinator
- Administrative staff and contractors > Executive Director and/or Artistic Director
- Production staff, technicians, stage management, designers > Production Manager
- Actors > Director or Stage Management
- Directors, Choreographers > Artistic Director

Alternatively, requests can always be brought directly to the Executive Director or Artistic Director at any time. All requests and discussions around care needs will be handled privately by management and with the understanding that time is of the essence.

Adopted by the Board of Directors on June 27, 2024

**Geordie Theatre is grateful to [Persephone Theatre](#) and [Balancing Act](#) for inspiring the creation of, and lending much of the language for, Geordie Theatre's Statement of Care.