

Berea College Theatre Laboratory  
Production Participation Bill of Rights and Responsibilities for Student Performers, Directors,  
Designers, and Technicians

The intention of this set of guidelines is to balance the time each participant spends on a production with additional responsibilities of being a student at Berea College. These rights and responsibilities apply to, and affect, all those who work in the Theatre Laboratory, including faculty, staff, students and visiting artists. Students fulfilling normal duties assigned as part of a Labor Program within the Theatre Laboratory will be expected to meet their labor commitments.

Rights

1. Participants (students, faculty, staff, and guest artists) have the right to a physically safe work environment in which to practice and perfect their skills within the production process. This not only includes the stage, but also the costume, scenic, props sound, and lighting studios and classrooms.
2. Participants have a right to an environment that is free of sexual, racial, religious and personal harassment from any other participant. Please see
  - <http://www.berea.edu/vpls/studenthandbook/rightspolicies.asp> in the on-line Student Handbook for complete descriptions and procedures, or
  - <http://www.berea.edu/dadf/facultymanual/institutionpolicies.asp> in the on-line Faculty Handbook.
3. Generally, no performer can be held at rehearsal more than two (2) hours per weeknight and three (3) hours per weekend. However, when stumble throughs or run throughs are scheduled during the week, it should be expected that rehearsals may go over the two-hour maximum. Also, technical rehearsals, out of necessity, will last longer. See additional rights and responsibilities for details.
4. Any weekend or evening work call will be announced in advance.
5. Normally, there will be no more than six (6) rehearsal sessions during any week. When more than six rehearsals during the week are necessary, it will be agreed upon by all those participating in the added rehearsal(s).
6. Any participant has the right to an environment where there are no personal emotions and tendencies emerging through psychological "acting out." This mode of behavior is disruptive to others' creative work, and it will not be tolerated. People indulging in unacceptable behavior (such as temper tantrums, excessive attention-seeking, violent crushes exposed in public, etc.) may be asked to leave the work environment and seek emotional support and assistance from the many resources Berea College has to offer. A consistent display of inappropriate emotional demeanors will necessarily impact future participation in productions.

Responsibilities

1. Students who participate in a production at the Berea College Theatre Laboratory must, at the time of auditions or technical assignment, have a minimum GPA of 2.0 over all, and 2.5 or higher in the major, on a 4.0 scale
2. Students who participate in a production at the Berea College Theatre Laboratory must not, at the time of auditions or technical assignment, be on probation of any kind (labor, social and/or academic). An exception may be possible for those students on academic probation who are currently enrolled in GST 101, Strategies for Academic Success.
3. Students who participate (perform, design, stage manage, etc.) in a mainstage production at the Berea College Theatre Laboratory may not participate in any other Theatre Laboratory production at the same time. Students wishing to participate in more than one function within one mainstage production will need to receive permission from the Director of Theatre. The exception is for those students whose labor assignments

include certain production responsibilities. These decisions will be made on a case by case basis. Participation includes rehearsal, design, performance and technical crews. This rule is intended to protect the quality of the performance and technical assignment in the mainstage production, as well as to support the student's academic success. This rule also applies to limiting participation to one role or technical assignment in one-act festivals (i.e. APO One-Acts, Barebones, etc.)

4. The number of weeks for rehearsals will be dictated by the specific needs of the production with the approval of the Theatre Laboratory Staff Committee (includes a student representative).
5. Students who work in the Theatre Laboratory as either part of their labor assignment or volunteer must adhere to all safety guidelines, procedures and regulations provided by the individual work areas and immediate supervisors.
6. Student Directed and Designed Productions. All productions directed and designed by students must comply with the stated rights and responsibilities, in addition to those policies governing the production program (See *Guide to Students* for details). All student directed and designed productions will have a faculty supervisor whose job is to:
  - a. Ensure the quality of the learning experience of the student;
  - b. Oversee the objectives and encourage the success of the student's stated goals.
  - c. Ensure that the production rises to the performance and quality expectations of our campus and general communities.

It will be necessary for consultations, both on and off stage, to take place with the student director and designers and their faculty supervisors. The student should expect and welcome the input of all the faculty and staff in the Theatre Laboratory and open their rehearsals and production meetings to them

7. The Musser Experimental Theatre and Alpha Psi Omega (APO) Productions  
The Musser Experimental Theatre, a black box, is available for students to use for experimental, cabaret, one-act and solo work. While the content will not be censored, all students engaged in a production in the Musser Theatre must abide by all Berea College policies, safety and legal considerations. It is the faculty's responsibility to ensure these are being met. Any student producing for the general public must secure rights of the production PRIOR to proposing the project. The paperwork granting permission for performance must be kept on file in the Director of Theatre's office. Failure to do this will result in the faculty shutting down the production. It is understood that, while the faculty and staff are available for consultation on your work, you will not have a faculty supervisor.
8. Any student who arrives to a rehearsal, performance, scheduled labor assignment, or work call that is under the influence of alcohol or drugs will be asked to leave immediately, released from their role (whether on-stage or off), labor assignment or any other position, and a report will be filed with the appropriate authorities, both on and off campus. Future participation in Theatre Laboratory activities will be affected.
9. No theatre major may be involved in on- or off-campus theatrical activity during the academic year that is not part of the Theatre Laboratory season or activities required of coursework.