



CONCERN REPORT FORM

Orlando Repertory Theatre complies with federal, state, and local discrimination/harassment laws to provide an educational, employment, and business environment free of all forms of discrimination or harassment.

If you have experienced or witnessed discrimination, racism, or sexual harassment at Orlando Repertory Theatre, please complete the Concern Report Form. Reports can be completed online, emailed, or mailed to Orlando Repertory Theatre, 1001 East Princeton Street, Orlando, FL 32803.

Reporting

Racism, Discrimination, and Sexual or Racial Harassment

Orlando Repertory Theatre will strengthen internal organizational systems, processes, structures, and cultures that encourage any person to engage with us.

In an effort to reduce harm, create accountability, and correct behavior, we encourage our community to report any episode considered to be racism, discrimination, or sexual harassment. Each report will be reviewed by those on the Concern Resolution Path (CRP) to ensure that appropriate actions are taken.

Filing this report constitutes official notice to Orlando Repertory Theatre and may result in the institution commencing an investigation into the information and allegations contained within the report.

This report is NOT confidential. By submitting this report, the reporter understands that the report may be investigated and heard by appropriate parties of the Orlando Repertory Theatre staff and board for the purpose of determining its validity and the process forward. We recognize that this can be sensitive information and will be treated as such.

REPORTER: Please return this completed form by email to report@orlandorep.com or by mail to Orlando Repertory Theatre at 1001 East Princeton Street, Orlando, FL 32803. You may also complete this form online at orlandorep.com/concernreport.

Reporters may have been directly involved in or witness to an event. Reporters may remain anonymous if they wish, but please keep in mind that this will prevent us from following up with you directly.

Definitions

Racism: A belief that race is a fundamental determinant of human traits and capacities, and that racial differences produce an inherent superiority of one race over another; also, policies or actions based on this belief.

Harassment: Harassment is unwelcome conduct that is based on race, color, religion, creed, national origin, ancestry, sex (including pregnancy), gender (including gender identity, gender nonconformity and status as a transgender individual), sexual orientation, age, physical or mental disability (including mental illness), citizenship, or any other characteristic protected under the law (“protected characteristics”).

Discrimination: Unfair or unfavorable treatment based on a protected characteristic.

Name(s) of the Person(s) Involved

You may choose to remain anonymous, but please keep in mind that this will prevent us from following up with you directly.

Contact Information

If you wish us to follow up with you.

Name:

Phone Number:

Email Address:

Information

Date: _____ **Time:** _____

Location: _____

