**Company Agreement Ricochet Theatre**

We agree to use and respect each other’s pronouns

We agree that racism, ableism, shadism, classism, fatphobia, transphobia, homophobia and any other form of prejudice based on marginalised identity are are not tolerated

We agree to recognise that we are all humans first, and agree to practise flexibility, transparency and understanding in order to accommodate each other accordingly through check-ins at beginning of sessions and duty of care

We agree to bring an intersectional awareness to conversations surrounding race, queerness, ability and any other marginalised social issuethat arises, and recognise the unique perspectives and limitations we each have to enter and/or lead those conversations

We agree not to make assumption and instead to promote active communication and clarification

We agree to value and respect each other’s strengths, weaknesses and contributions

We agree to hold each other accountable with a sense of compassion, and graciously accept any opportunity to listen, learn and grow

We agree to embrace failure as an opportunity for growth, as humans and in our work

We agree to establish clear boundaries between work and rest

We agree to uphold a culture of consent through our established and developing intimacy practices

We agree to facilitate empathetic and mutually respectful conflict resolution through the use of safe words and other established and developing methods

We agree to create and uphold a space that is fun, rewarding and where we can connect in a meaningful way

We agree to balance collaboration and decision. We acknowledge inevitable hierarchy while working to decentralise power and strive for balance

We agree to be honest and open about our capacity for work, and understanding of others’ commitments outside of Ricochet