

Dear SDC Members and Associates:

We wanted to share directly with you a statement that the Union is making as our initial communication regarding sexual harassment, in the wake of the revelations that have roiled the entertainment industry in the past few weeks. We know that this subject is on the mind of everyone in the field, and of course we are deeply concerned about the impact of sexual harassment and sexual abuse on our Members and anyone affected by it. We thought it important that we begin communication with you and with the larger community before any more time passes.

Our public statement is as follows:

*SDC's by-laws, work rules and collective bargaining agreements include protections for Members as well as set standards for their behavior.*

*In the theatre community, each union and every employer must protect their members and employees from inappropriate and unlawful behavior in the workplace, and that certainly includes sexual harassment. Employers and Members at every level of our field must be held accountable for their actions and protected from dangerous individuals.*

*Proceeding as a community to develop explicitly stated shared values and standards for behavior is essential. But to make certain the steps we take are thorough and effective, developing mechanisms beyond internal union grievance procedures, employment policies and commonly held beliefs will require deep consideration and collaboration. SDC is committed to that effort.*

*This moment compels us to ensure that each and every Member understands both their rights and their responsibilities, so that we can do everything possible to end not just sexual harassment, but any form abusive workplace behavior, to provide for a fully equitable and inclusive field in which everyone can work in safety and without fear.*

What we want to say specifically to you is that we take this issue very seriously. We have unstinting compassion and support for survivors of sexual harassment and abuse. At the same time, as a Union, we have to make certain that any Members accused of such behavior get a fair hearing, internally and elsewhere.

As you take on new productions, we recommend that you or your representative request from your employers their current sexual harassment policies prior to the start of employment. By all means feel free to share those with us, especially if you have questions. Rest assured that this is not the only policy that holds sway regarding this subject, but legally it does apply to you.

We will be addressing this issue in more depth at our board meeting in a week's time and will share more information about how SDC can best serve you going forward. But we want to be clear that if you are currently being subjected to sexual harassment; if you are aware of a Member who is subjected to, or perpetrating, such behavior; or if you have been or are about to be accused of perpetrating such behavior, please call Laura at 212-391-1070 or e-mail her at [lpenn@sdcweb.org](mailto:lpenn@sdcweb.org). All communications will be strictly confidential.

This is a difficult and painful moment, but this may be what it takes to finally expose sexual harassment as a scourge for every working person and root it out. We will stand with you and for you in this, as in all matters relating to your work as professional directors and choreographers at every level in our field.

In solidarity,



Pam MacKinnon  
President



Laura Penn  
Executive Director