

## POLICY ON CONFLICTS

### General:

Rehearsing a play is a collaborative, time consuming, and ensemble-building exercise. Student conflicts not only jeopardize this, but also impede work on the production, making it more arduous and time-consuming for all concerned. At the same time, we acknowledge that conflicts do occur for various reasons, some mandatory, some elective, and we will try—in accordance with the policy below—to work with students to find a mutually acceptable or workable balance.

### Policy:

- Productions are academic classes and being part of a production is the equivalent of taking a class irrespective of whether a student participates for credit or not). The commitment is expected to be equal, and the penalties for missing rehearsals because of conflicts will be dealt with similarly to missing classes.
- Students have opportunities to submit general and one-time conflicts twice during the rehearsal process: at auditions and at the first rehearsal.
- Since casting takes place based on information gathered at auditions, conflicts added later (including at the first rehearsal) may cause an actor to have his/her role changed or to be replaced at the discretion of the director.
- No conflicts added after those two dates (auditions/first rehearsal) will be honored (except in exceptional circumstances and only at the discretion of the director).
- The Theatre Program tries to accommodate as many conflicts as possible, but it is not always possible to do so. Students taking part in a production do so in acknowledgement of the fact that conflicts may not be honored.
- No conflicts that are the result of travel outside the Rochester area or that take the student away from the rehearsal process for longer than 1 rehearsal or for a weekend day will be honored without prior discussion between the director, production stage manager, and the student.
- Students are responsible to alert parents and any others who may be responsible for booking air and other travel that travel cannot and should not be booked without direct and specific authorization from the director that the student may miss the rehearsals in question.
- Conflicts are prioritized:
  - First priority is given to conflicts that arise because of a clash in class times or related activities (like labs, etc.) In the case of a rehearsal that conflicts with another class or lab/recitation/etc., students should be aware that, though these will be honored if at all possible, students might also be asked to reschedule labs/recitations, or to provide the director with the contact information for the class instructor that some kind of agreement might be negotiated between instructors of conflicting classes/rehearsals.
  - Second priority is given to work schedules. Again, students might be requested to change shifts or reach some other accommodation depending on work and rehearsal scheduling conflicts.
  - All other conflicts, including extra-curricular, sporting, religious, personal and other conflicts are strictly at the discretion of the director and are the lowest level of priority.
- Students should not assume that the day off will remain static throughout the rehearsal process. They should confirm with the Production Stage Manager before scheduling events or potential conflicts on a day off.
- Conflicts that conflict with Designer Run, Tech, and Dress Rehearsals, and/or Performances will not be honored under any circumstances.
- Significant conflicts or absenteeism will seriously impact a student's grade, and/or be cause for a reallocation of role/s in the production.