Example: Policy on Exposure to Adult Themes

This template should be amended and expanded upon as applicable to your organisation’s individual circumstances, taking into account mitigating factors (including but not limited to):

* size of organisation
* level of engagement with children (e.g. regularly employ child performers, regularly run education programs, occasionally hire out venue for school performances, occasionally have child audience members that may be unsupervised)
* type of engagement with children (e.g. performers, employees, work experience, education program participants, audience members)
* exposure to risks of harm in the organisation (e.g. transport of children)
* state legislative requirements (e.g. child employment, WH&S).

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| [Organisation name]Policy on Exposure to Adult Themes  |

[Guidance note: It is a decision for each organisation whether they wish for this policy to apply to all children up to 18 years]

Child performers (under 15 years) will **not** be placed in a situation that exposes them to inappropriate behaviour or language for their age level. This includes:

* nudity (genitals, buttocks, and breasts)
* obscenities, ‘adult’ talk (e.g. overtly sexual), smoking of any substance or drinking of alcohol (except as required in the performance following a conversation with the child about the use of adult language, substances or alcohol for dramatic purpose)
* harassment, humiliating or demeaning behaviour
* aggressive, threatening, or uncontrolled behaviour
* inappropriate influence in regard to opinions, beliefs, behaviour, or conduct.

It is important that the production child performers partake in, and the performance required of them, is not overtly dangerous, distressful, or inappropriate in any way, with regard to the child’s age, culture, religion, maturity, emotional or psychological development and sensitivity.

If, due to the dramatic context of the production, children are required to participate in scenes containing potentially distressing, controversial, or negatively influential material or themes, this will be explained during the audition process and [O*rganisation name*] will discuss this with at least one of the child’s parents/carers and seek their consent, prior to accepting the role and commencing the rehearsal process.

All relevant details will be clearly explained to children and parents/carers, and all efforts will be made to minimise a child’s exposure to potentially upsetting material. Appropriate child safe language will be used when discussing the topic with the children. [*Organisation name*] may also discuss strategies for minimising a child’s exposure to upsetting themes with the relevant regulatory authority for child employment.

## Review

This policy was approved *[insert date]* and last reviewed *[insert date]*.