

AmberDoesDallas (“ADD”) Cast Charter

As a member of AmberDoesDallas you are expected to know and abide by our cast charter at all times. Feel free to ask your mentor, a manager or any other cast member any questions you may have about our rules – we want to make sure that you understand what our expectations of you are.

This information is also available on amberdoesdallas.net.

1. The FIRST rule of ADD is you don't talk about ADD. No cast business may be discussed with audience or non-cast. Keep your mouth shut about turmoil within cast or plans the cast has until you are told you are allowed to talk about them publicly. Disciplinary action will be taken (see Rule 10).
2. STEALING WILL NOT BE TOLERATED! THIS IS YOUR ONE AND ONLY WARNING! This includes stealing from the cast, the performance venues (Angelika Film Center and elsewhere) and other cast members. If you are caught violating this rule, you will be immediately dismissed from cast. NO EXCEPTIONS!
3. No illegal drugs. Do not show up high. Do not bring drugs to anything cast related. Disciplinary actions will be taken (see Rule 10). You cannot be drunk on cast time. You may have a drink or two, but if you become inebriated, even slightly, you will be asked to leave the show/rehearsal. If this becomes a recurring problem, you will be asked to leave cast. Any time you are representing ADD underage drinking will not be tolerated; you must be 21 with a valid ID.
4. BE PRESENT! No gadget use on cast time. No sex on cast time. No sleeping on cast time. No drama on cast time. Cast time is defined as ANY time you are representing ADD.
5. Every cast member must be a minimum age of 18 years (17 years on a person to person basis).
6. Meeting/rehearsals/shows – You must let a board member know ahead of time if you are going to be absent. Ahead of time means a minimum of 48 hours with exception for emergencies (illness, car accident, family emergencies, etc.) and/or on-call schedules for work. If you miss 5 within 1 year without advance notice, you will be asked to leave cast. Additionally, if you are constantly having “emergencies” disciplinary action will be taken (see Rule 10).

7. Taking a break from cast:
 - a. Sometimes you need more than a show or a rehearsal off, which is fine. By taking a hiatus, you have the time off without losing your core roles.
 - b. You must define your hiatus – there will be no undefined hiatus allowed, as that is not fair to the rest of the cast.
 - c. You may come back early from a hiatus.
 - d. You may extend hiatus once. If you do not come back after you extend your hiatus, you will be removed from cast.
 - e. If you decide you want to come back to cast after that, you may audition again. However, you will not be welcomed back to your core roles, you will be treated as a new cast member.
 - f. Hiatus may not last over 6 months.
8. No arguing with performance venue employees. Be courteous to all employees at any venue. If you are having major issues with an employee of a venue, talk to a board member and they will attempt to resolve the issue.
9. People attempting to join cast will have a probationary period of at least 1 month (must be present at 2 performances) with a choice to extend the probationary period once:
 - a. If 25% of cast vote for an extension (extension is 1 month and 1 performance and they must attend rehearsal during that month), then the person receives the extension; otherwise the options are weighed by a majority vote.
 - b. If a person does not get on cast they can wait 6 months and try again. An individual may only attempt to join cast twice.
10. Disciplinary action: The first step in disciplinary action will be a fine assessed. Fines will be defined below. If the issues continue, disciplinary action will escalate to a meeting with the board members to discuss the issues you are having. The board will then decide on whether to suspend you, give you a formal warning, remove you from any core roles you have, ban you from auditioning for theme shows or core roles, or take a cast vote on cast member removal.
 - a. Fines are based on a scale of Low, Medium or High. Board members will decide where each offense falls. Payment of fine is due at the next rehearsal. Low will be assessed a fine of \$1, Medium will be assessed a fine of \$3 and High will be assessed a fine of \$5. Discussion of cast business outside of cast is considered a High offense. Not doing assigned Post-Show duties is also considered a High offense.
 - b. Unexcused Absences: 1 “free” occurrence per 6 month period, 2nd occurrence is assessed \$1 going up by \$1 increments per additional occurrence (i.e. if you have 4 unexcused absences in 6 months: 1st = \$0, 2nd = \$1, 3rd = \$2 and 4th = \$3, etc.).

- c. Gadget Use: You will be given 1 “free” warning by a board member, each additional time a board member tells you to put your gadget away you will be assessed a fine of \$0.50. This is reset at each event
11. Removal of a cast member/removal of a board member from office – any member can be voted off if they become a constant problem. Any cast member may move to remove another. Both people will be allowed to speak their minds on the matter and an anonymous ballot will be taken
 - a. Addendum on removal of a board member from office – if the other board members feel the board member is not performing their duties or is a detriment to the well being of the cast, they can remove the other board member and hold a new election. It must be a unanimous decision with the other board members.
 - b. A person cannot move to have the same person removed from the cast or board office more than once in a year.
 - c. If you are removed from cast, you may try out for cast 1 more time after 6 months.
 - d. If the board receives complaints from at least 25% of the cast about someone, the board will move to have the person remove from cast
 12. To hold a core role, you must be able to commit to being present at rehearsals and the show a minimum of 75% of the time.
 13. At least 2/3 of the cast must be present for voting purposes.
 14. Do not attempt to operate any of the tech equipment unless the Tech Manager properly trains you.

This is a living document. As such, changes will be made as needed.