

***The Merry Wives of Windsor***  
**Concern Resolution Pathway**

Creating a safe and comfortable environment for all members of our team is important to this company. We take concerns seriously and seek to address issues in a sensitive and timely manner.

The following individuals are available to help you resolve any concerns or issues that may arise. We encourage concerns of Level 2 and above to be made in writing when possible.

**Level One**

If you feel comfortable doing so, we encourage you to first address your concern directly with the individual(s) involved. This helps to foster an honest and open community and is often the fastest path to a resolution.

**Level Two**

If you are not comfortable directly addressing the individual(s) involved, or if no resolution can be agreed upon, your next points of contact can be any of the following:

NAME: Jen Bray TITLE: Assistant Director EMAIL: jennifer.r.bray@gmail.com PHONE: 970-290-4571	NAME: Kate Austin-Groen TITLE: Concern Resolution Facilitator (CRF) EMAIL: squirrelmonk@yahoo.com PHONE: 970-213-0014
NAME: Kate Austin-Groen TITLE: Director EMAIL: squirrelmonk@yahoo.com PHONE: 970-213-0014	NAME: Anna Epstein TITLE: Stage Manager EMAIL: anna.epstein@fortcollinschildrenstheatre.org PHONE: 571-331-9272

**Level Three**

If an issue has not been resolved through Levels One and Two, or if you are an individual named in Level Two who needs assistance to resolve the issue, your next points of contact can be any of the following people. The contacts at this level may consult with each other and review any legal or other implications of any decision.

NAME: Jacob Offen TITLE: Producing Artistic Director EMAIL: jacob@openstage.com PHONE: 970-632-8909	NAME: Heather Ostberg Johnson TITLE: Associate Artistic Director EMAIL: heatherostgerb@gmail.com PHONE: 603-548-2408
NAME: Eric LeDoux TITLE: Designated Board Member EMAIL: eledouz@gmail.com PHONE: 970-215-8546	NAME: Bryn Frisina TITLE: Company Project Manager EMAIL: bryn.frisina@gmail.com PHONE: 970-215-8233

**A complaint may include allegations of civil or criminal misconduct or liability and may require legal advice or action. A violation of civil rights should be reported to the Colorado Attorney General:**

<https://www.colorado.gov/pacific/dora/civil-rights>

**In case of physical emergency or criminal activity, call 911.**