We are the employees, interns, actors, designers, and technicians of Playhouse on the Square. In the past month we have become aware of serious allegations of sexual misconduct by a staff member. In the month that these allegations have been public, no action has been taken to inform our community or to address the issue. The actions of senior management lead us to believe that the intent is to ignore and silence those seeking truth and justice.

We, like all of you, share a common goal: A thriving Playhouse with an engaged, healthy artistic community, where everyone feels safe and able to thrive. We do not believe that that Playhouse can exist as long as these allegations go unanswered. As such, we make the following demands:

• We demand the immediate suspension of Jackie Nichols pending a full investigation. This investigation must be done by an organization with no community or financial affiliation with Playhouse on the Square.
• We demand that this investigation cover both the specific allegations that prompted this emergency meeting and additionally look for other individuals or incidents that may not already have been brought to light.
• We demand an apology from senior management for how these allegations were handled, and a plan with specific procedures for how any allegations will be handled in the future.
• We demand an immediate and transparent investigation of any future allegations of misconduct.
• We demand regular, mandatory training about appropriate conduct in the workplace and a full review of our policies.

Playhouse stands on a national stage. Our actions will be an example to other artists and organizations in Memphis and around the country. We want to send a strong message: “Not here. Not ever.” The people in this room today have a responsibility to make that principle a reality. Playhouse must be an environment where anyone feels able to stand up and say “no” without fear. To know that they will be heard and taken seriously.

We, the Playhouse community, demand action.