

Pickle Factory Dance

Foundation Values Statement

Pickle Factory Dance Foundation believes in creating a shared work-place, work-ethic and atmosphere that develops and nurtures team relationships and external partnerships by striving to protect and promote our values of **PROFESSIONALISM, INTERPERSONAL TRUST, RESPECT, EMPATHY, SAFETY AND GENEROSITY. We commit to:**



01 **Maintaining professional behaviour** so that individuals feel valued and motivated to perform their best in a co-created, shared, non-hierarchical and open space to move towards the Pickle Factory aims with momentum, joy, and collective accountability.



02 **Setting and observing clear interpersonal boundaries** to create a safe and productive workspace and environment – with the understanding that boundaries may be different for different people – where professionalism is not just expected, but protected, and ensuring immediate acknowledgement and repair when boundaries are breached.

03 **Building a team culture** that recognises worth and potential, acknowledges achievement, and regularly practices gratitude while validating experiences when in disagreement.

04 **Enabling deep trust** through an atmosphere of non-judgmental openness, reliability, and calm, where individuals can work with confidence rather than uncertainty, and enjoy support and encouragement to make decisions and learn from mistakes.

05 **Cultivating habits of active listening and learning** to make and hold space for different experiences, perspectives, and opinions with awareness, respect, grace, and generosity.

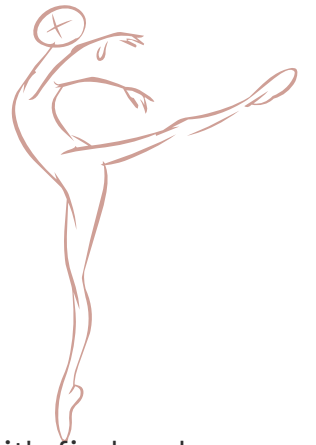


Taking care of our community space

The Pickle Factory / Ranan Workspace is a working creative space in South Calcutta – for rehearsals, training, workshops, intimate performances, and photo/video shoots. Here are a few house rules to keep it lovely for everyone.

Do's

- Keep your shoes in the shoe rack – the floor would like to stay cute.
- Use the seating (stools, rugs, mats, etc.).
- Put everything back where you found it – furniture likes routine.
- If you use cutlery, cups or plates, wash and dry them and return them home.
- Leaving something of yours behind? Tell the PF team how long it will be in the space – otherwise it's finders keepers.
- Use the speaker responsibly – vibe responsibly, not like a music festival.
- Connect your phone carefully (Bluetooth/AUX) and disconnect after use.
- Respect the mirrors – admire yourself, but keep a safe distance.
- Keep bags and belongings against the wall, not in traffic zones.
- Clean up after use – there's a jharu, mop, and bucket.
- Keep the bathroom clean – it has a wiper and a separate mop too.
- Report any damage or technical issues immediately – honesty > mystery.
- Coordinate with the PF team for key pickup, and return the keys to their designated place.
- Switch off all lights, fans, and appliances before leaving – save power, save money, save the planet.
- Leave the space the way you found it (or better).



Don'ts

- Don't leave food or food wrappers behind – Kolkata has a rising rat army and they fear nothing.
- Don't leave taps running – if there's a water issue, call the PF team immediately.
- Don't leave windows open – mosquitoes are not collaborators.
- Don't leave trash behind – there's a dustbin near the seating area and one in the bathroom too.
- No smoking in the space – not even in the bathroom.
- We thank you for not using the small Pickle Factory office square area



Our community shared space comes equipped with

- Drinking Water & water bottles. Feel free to refill as needed
- Guest cupboard with cups, plates, spoons & bottles is available for your use. Kindly wash and return to their proper place
- Bathroom & Loo
- Medical kit - Feel free to use as needed. Keep us updated if you have used something, so we can replace as needed
- Jharu and mops to keep the place clean

This is a shared creative space. Treat it with care, cleanliness and love.