

THE LESBIAN & GAY BIG APPLE CORPS

332 Bleecker Street, #K48 ♦ New York, NY 10014 ♦ Tel / 212.591.2886 ♦ www.lgbac.org



Code of Conduct Policy

The LGBAC is committed to providing a safe and respectful environment for all members. In order to support our mission of creating a supportive and friendly environment for musical and artistic expression while promoting social acceptance, equality, and harmony, it is important for all members and volunteers to conduct themselves in a manner that both represents the band in a positive light to the world and makes all members and volunteers feel welcome and safe. Therefore, all members and volunteers are expected to abide by the following guidelines:

Music Directors

Marita Begley
Marching Band

Henco Espag
Symphonic Band

Board of Trustees

Rusty Riker
Chairperson

Kathlyn Ho
Vice-Chairperson

Christine Lee
Secretary

Jeremy Tse
Treasurer

Leslie R. Becker
Member-At-Large

Will Penrose
Member-At-Large

DO:

- 1) Have Fun
- 2) Watch out for the safety and well-being of other members
- 3) Leave your guns/knives/explosives at home
- 4) Keep your hands to yourself

DO NOT:

- 1) Come to rehearsal/performance while intoxicated
- 2) Use obscene, abusive, or threatening language toward any member, volunteer, or member of the Public
- 3) Make any inappropriate comments related to a person's sex, real or perceived sexual orientation, gender expression, race, national origin, religion, or physical ability
- 4) Fight or verbally threaten any type of physical violence
- 5) Grope, poke, or otherwise inappropriately touch your band mates or the public
- 6) Make lewd, embarrassing, or offensive comments regarding a person's sexual prowess, sexual deficiencies, or physical attractiveness
- 7) Make propositions or requests for sexual favors or make sexual advances that should reasonably be known to be unwanted
- 8) Make frivolous complaints of abusive behavior, this will be considered harassment.

In the event that any member feels that another member's behavior has been inconsistent with the above guidelines, he/she should immediately report the behavior to a member of the board. Although requests for anonymity by complaining members will be respected if possible, anonymity will be considered on a case-by-case basis and cannot be guaranteed. After an oral or written complaint is received by any board member, the board will meet as soon as possible to assess the situation. Possible actions to address the problem may include but are not limited to (1) a verbal and/or written warning to the member(s) subject to the complaint; (2) a confidential meeting between both parties and one or more members of the board; (3) removal from leadership position in the LGBAC; (4) suspension or termination of membership from the LGBAC and/or right to participate in LGBAC events.

I have read and agree to abide by the above guidelines.

Name

Signature

Date