

HARMONY DIVERSITY CHOIR **CODE OF CONDUCT**

Perceptions:

Perceptions is the parent non-profit organization for the Harmony Diversity Choir. Perceptions (officially named "Saginaw Valley GLBT Group, Inc.") is a 501c3 non-profit Inclusion and diversity organization for the Great Lakes Bay Region. Perceptions' mission is to provide inclusive education, advocacy, and networking for our diverse Gay, Lesbian, Bisexual and Transgender individuals, allies and organizations in the community. Perceptions is a leadership organization providing monthly educational programs, scholarships, discussion groups, inclusive advocacy statements, and networking opportunities. Perceptions partners with a variety of other non-profit organizations, businesses, and corporations to provide programming and events for the Great Lakes Bay Region. Perceptions is also the parent non-profit organization for the Great Lakes Bay Pride Festival

Harmony Diversity Choir:

The Harmony Diversity Choir members must, at all times, comply with all applicable laws and regulations. Harmony will not condone the activities of its members who achieve results through violation of the law or unethical business dealings. This includes any payments for illegal acts, indirect contributions, rebates, and bribery. Harmony does not permit any activity that fails to stand the closest possible public scrutiny.

All conduct should be well above the minimum standards required by law. Accordingly, members must ensure that their actions cannot be interpreted as being, in any way, in contravention of the rules and regulations spelled out in Harmony's operating guidelines.

General Conduct:

Members must not engage in sexual harassment, bullying, or coercion.

Rehearsal Conduct:

All members commit to make their best effort to:

- Be in their seats and ready to warm up by the scheduled time
- Remain at rehearsals for the scheduled time
- Refrain from the use of electronic devices during rehearsal; phoning and texting is prohibited during rehearsals
- Refrain from any disruptive behavior including cross-talking. Such behavior may be disciplined at the discretion of Conductor
- Membership is at the discretion of Conductor
- Participation in performances is at the discretion of Conductor
- Leave unsupervised children at home
- Wear name tags at rehearsals which will be color coded by section (soprano, alto, tenor, bass)
- Miss no more than 3 rehearsals.

Member Fees:

Membership dues are \$25 donation to be paid annually to the Membership Coordinator by the third rehearsal. Checks should be made payable to Perceptions. If you are unable to pay the suggested donation, please contact a Harmony Operating Team (HOT) member to inquire about available assistance.

Members will be expected to purchase performance attire.

Distributed music must be returned or a fee of \$5 per piece of music is charged.

Conflicts of Interest:

Harmony expects that members will perform their duties conscientiously, honestly, and in accordance with the best interests of Harmony. Members must not use their positions or the knowledge gained as a result of their positions for private or personal advantage. Regardless of the circumstances, if members sense that a course of action they have pursued, or are presently pursuing, or are contemplating pursuing may involve them in a conflict of interest with Harmony, they should communicate all the facts to HOT or appropriate Perceptions board member.

Outside Activities, Employment, and Directorships:

All members share a serious responsibility for Harmony's good public relations, especially at the community level, and will convey the message that Harmony supports diversity and inclusion.

Harmony's Records and Communications:

Harmony's records and communication will align with with Perceptions rules / bi-laws.

Dealing with Outside People and Organizations:

Members must not presume to speak for Harmony on any topic or Harmony's parent organization Perceptions. If members are contacted by media, they will be referred to the Public Information Manager.

Privacy and Confidentiality:

Personal information will be respected and treated with utmost confidentiality by all members of Harmony.

I have read and understand the Harmony Diversity Choir's Code of Conduct.

Name (print) _____

Signature & Date _____