



CODE OF CONDUCT

As a member of Rock Voices, we are all responsible to uphold the reputation of the organization in an honorable manner, maintaining appropriate behavior at all times. This code pertains to rehearsals, performances, Rock Voices events, as well as Rock Voices social media outlets.

Having joined Rock Voices and paid my membership dues, I hereby agree that:

- I will respond to the leadership of the Director and Executive Director, cooperate with both staff and fellow members, and always uphold a non-threatening environment. Anyone who is deemed by the Director to threaten the physical and/or emotional safety of one or more choir members will be asked to leave, will have their membership terminated, effective immediately, and will not be permitted to return. If membership is terminated for this reason, no membership payment refund will be issued.
- I will act appropriately in all situations where Rock Voices performs, rehearses, meets, or provides outreach, realizing that it is both a privilege and a responsibility to represent Rock Voices. Inappropriate behavior includes but is not limited to drinking or drug use during rehearsals, performances, outreach or other Rock Voices events; unwanted advances/inappropriate or non-consensual touching of other people; disrespectful comments based on gender, race, sexual orientation, religion, age, or any other characteristic protected by law; or any unwanted contact outside of choir-related events or Rock Voices events.
- I will serve as an ambassador of goodwill with a positive attitude, and good and appropriate manners, all of which are fundamental to the Rock Voices mission.
- I will be courteous toward all involved in this organization, and endeavor to always be kind, supportive and affirming of all people involved in Rock Voices.
- I will not engage in any form of negative behavior (written or verbal), toward others including Rock Voices members, section leaders, Rock Voices staff, rehearsal/performance venue staff or audience members. I understand that any such negative behavior may be evaluated by section leaders and/or a peer review board and the Director or Executive Director. The review process may lead to revocation of membership. In this case, membership payment may not be refunded.
- I acknowledge the contagious nature of COVID-19 and voluntarily assume the risk that I may be exposed to or infected by COVID-19 by participating in Rock Voices events, and that such exposure or infection may result in personal injury, illness, permanent disability, and death. I further release and hold harmless Rock Voices, its employees, agents, and representatives, of and from the claims, including all liabilities, claims, actions, damages, costs or expenses of any kind.
- I will respect the leadership, judgment, and timing of the Director and not critique other singers, whether individually or as a group, reserving the option of providing feedback to the discretion of the Director.
- I may be photographed during the course of rehearsals, performances or other Rock Voices events, and that my image may be used in promotional materials for Rock Voices.
- My music folder *and the music inside it* is being loaned to me; I will return both before the end of each session.