



# Event Code of Conduct and Anti-Harassment Policy

Approved – 24 September 2019, Revised – 19 July 2020

## Purpose and Scope

Pride Bands Alliance offers opportunities for performers from a variety of backgrounds, locations and skill levels to express their talents together in an environment of inclusion and friendship. The Pride Bands Board of Directors has created this Event Code of Conduct and Anti-Harassment Policy to aspire that every Pride Bands Alliance event provides a positive experience for those who attend.

All participants and leaders at a Pride Bands event are expected to follow this policy. The term “Pride Bands event” includes events produced by Pride Bands Alliance or to which the Board of Directors has granted the use of the Pride Bands name as well as events produced by third parties in which Pride Bands might appear. The policy applies to all situations in which participants interact in person and electronically during the event.

The scope of this policy only concerns Pride Bands events, not member organizations or their events.

## Code of Conduct

Everyone at a Pride Bands event shall be respectful of others and refrain from disruptive activities, especially during meetings, rehearsals and performances. All participants should exercise consideration and respect in speech and actions, attempting collaboration before conflict. Participants should work through disagreements in private, involving appropriate event leadership as needed.

Event leaders are asked to frame discussions openly and inclusively and to be aware of how language or images may be perceived differently by others.

Participants may exercise their option to leave a rehearsal, meeting, session or conversation.

Participants cannot let the use of drugs or alcohol negatively impact their ability to rehearse or perform or disrupt others or lend to the poor experience of others.

Participants must also adhere to the policies of any third parties involved in events.

Other behaviors prohibited at Pride Bands events include:

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- Any acts that would be considered a felony or misdemeanor, including vandalism or theft
- Possession of weapons, unless the participant is a current member of law enforcement
- Possession or use of controlled substances or drugs not medically prescribed

## Harassment Definition

Harassment includes, but is not limited to, offensive verbal comments related to gender, race, sexual orientation, gender identity, gender expression, disability, religion, serostatus or any other protected classification directed toward an individual or group. Also considered as harassment are: intimidation; threats; stalking; unwanted photography or recording; sustained disruption of rehearsals, meetings, talks or other gatherings; bullying; inappropriate physical contact; and unwelcome sexual advances. Similarly, racist, derogatory, threatening or other inappropriate language or imagery are not appropriate for any event venue or activity.

While event participants can and do associate and form relationships freely with consent, sexual or other types of harassment at a Pride Bands event are strictly prohibited.

## Reporting

Participants may report violations of this policy to Pride Bands Board members or the event organizers depending on the context.

**If anyone is in physical danger or requires an immediate response, they are encouraged to notify appropriate law enforcement first (911). This policy and the associated process should not be construed as an emergency response mechanism.**

## Recourse

If a participant violates this policy, the Pride Bands Board will investigate and take any action they deem appropriate, including warning the offender, expelling the offender from the event, banning the offender from future Pride Bands events and involving law enforcement.

Participants asked to stop hostile or harassing behavior are expected to comply immediately. The Pride Bands Board may ask a disruptive participant to leave a rehearsal, activity or performance at any time. No refunds will be granted to participants expelled from a Pride Bands event due to violations of this policy.

## Questions

If you have any questions about the Event Code of Conduct and Anti-Harassment Policy, please contact the Pride Bands Alliance President.