

Bend Pops Orchestra Code of Conduct

BEFORE REHEARSALS

- Listen to the recordings of pieces that will be rehearsed to familiarize yourself with them.
- Whenever possible, inform the section leader in advance if you are unable to attend a rehearsal.
- Ensure that your membership fees are paid and that you have made use of the online resources available to all members.
- Arrive 15 minutes early to allow for setup of your instrument and music.
- Silence all mobile devices.

REHEARSALS

- Be respectful of the conductor and fellow musicians.
- Pay attention to the conductor at all times.
- Please avoid talking, whispering, playing, or tuning your instrument while the conductor is speaking or working with other sections.
- Except for those displaying music, please have your electronic devices off or silenced. Scrolling emails or social media posts during a rehearsal is discouraged as it may be distracting to other players.
- If you have a question, raise your hand to be acknowledged by the conductor.

PERFORMANCES

- Be punctual and prepared with all necessary music organized in the correct order.
- Wear the correct dress code.
- Be at your best and HAVE FUN!

BEHAVIOR

- All members are encouraged to be positive role models to other members. Positive comments after a successful solo or completing a difficult passage are encouraged.
- Everyone is entitled to be treated with dignity and respect. Before providing any critiques or suggestions for improvement, please ask the player if they are comfortable receiving the feedback. Note- Section leads do have authority to provide feedback to the extent it affects the performance of the section.
- Please be sensitive and considerate to others when making remarks about anyone in person or on social media.
- Respect the property of other members, including instruments and sheet music.
- Some people may have conditions that make simple touch physically or emotionally painful. Please ensure that any physical contact is consensual.
- Any use of threatening or abusive language will not be tolerated.

DISPUTES AND CONFLICT RESOLUTION

- If you have a dispute with another member, please try to resolve it directly with them. If that fails, then speak to your section lead who will attempt to mediate to resolve the dispute.
- If you are experiencing harassment or any other issue that you do not feel comfortable discussing with your section lead, you are welcome to communicate with the BPO Ombudsman, who can take your issue and address it with the appropriate people.
- If a dispute or behavior issue cannot be resolved to the mutual satisfaction of the parties involved, the issue must be brought before the Bend Pops board. The board will review the situation, considering the interests of both parties and the good of the ensemble as a whole, and determine a resolution. In extreme cases, resolution may include disciplinary action, such as suspensions, up to termination of membership in the Bend Pops Orchestra.

