

Forest City Rainbow Chorus

Code of Conduct

I. Purpose. This Code of Conduct outlines the Chorus's shared expectations to ensure that all Members, volunteers, and guests feel safe, respected, and valued.

II. Core Values. To facilitate this Code of Conduct, the Chorus enumerates the following Core Values and expects Members to abide by the same:

(a) Inclusivity: We welcome individuals of all sexual orientations, gender identities, races, ethnicities, abilities, ages, and creeds.

(b) Respect: We value each other's voices both musical and personal. Differences in experience or identity are honored, not diminished.

(c) Safety: We create a physical and emotional environment where harassment, discrimination, and bullying are never tolerated.

(d) Collaboration: We work together, recognizing that harmony on stage begins with harmony off-stage.

(e) Joy: We approach our music-making with enthusiasm, humor, and a spirit of celebration.

III. Commitment to Accessibility. We strive to make rehearsals, performances, and materials accessible to all Members, regardless of physical, sensory, or financial barriers. Members are encouraged to communicate their needs to the Access Coordinator so that accommodations can be made.

IV. What Members Can Expect. Members can expect the following from the Chorus:

(a) A consistent space to gather, sing, and grow with queer kin.

(b) Facilitated rehearsals guided by an experienced choir director committed to both musicality and community care;

(c) Skill-building in vocal technique, musicianship, and harmony-singing.

(d) Challenging, yet accessible, pieces.

(e) Opportunities to be seen and valued as part of a shared and safe community.

(f) Light structure such as calendars, practice tracks, reminders, and seasonal plans.

V. What is NOT provided. The following are neither promised, nor guaranteed, by the Chorus:

(a) Therapeutic healing, personal transformation, or emotional labor on the part of leadership or other members without consent.

(b) Facilitation of interpersonal conflict.

(c) An environment free from risk of unintentional harm or symptoms of dominant culture and its systemic oppression.

(d) A space that will meet every need of every Member.

VI. Expected Behavior. All Members are expected to:

(a) Treat others with dignity and respect at all times.

(b) Respect each member's personal identity and pronouns.

(c) Listen actively and communicate with empathy.

(d) Use inclusive language and refrain from slurs or derogatory terms.

(e) Arrive on time and prepared for rehearsals, performances, and events.

(f) Trust that this is a practice space, not a perfect one.

(g) Follow the artistic direction and rehearsal guidelines set by the Artistic Director and leadership team.

(h) Respect confidentiality within the Chorus when sensitive matters are shared.

(i) Represent the Chorus positively in public, in-person, online, and on social media.

VII. Unacceptable Behavior. The following behaviors are not tolerated:

(a) Harassment, racism, queer/trans/fat-phobia, discrimination, and/or hate speech of any kind (even outside events).

(b) Unwanted physical contact or sexual advances.

(c) Disruption of rehearsals, performances, or meetings.

(d) Persistent negativity.

(e) Personal attacks.

(f) Substance abuse that impacts the safety or performance quality of the group.

VIII. Conflict Resolution. Conflicts will be handled with care, discretion, and fairness. Leadership will not mediate between members or hold accountability processes. It is within the sole discretion of the Board of Directors to take action based upon reported conflicts. Full transparency or resolution may not be available depending on the circumstances of the conflict or incident.

IX. Alcohol & Substance Use at Events. While responsible and legal alcohol use may be permitted at some social functions, intoxication that affects behavior, safety, or performance is prohibited. Illegal substances are not allowed at any Chorus function.

X. Affirmation. By joining the Forest City Rainbow Chorus, each member affirms their commitment to uphold this Code of Conduct and to contribute to a welcoming, respectful, and joyful environment for all. The Board of Directors, in cases of egregious or continued violations of this Code, may take appropriate action, which could include a written warning, suspension, or dismissal from the Chorus.

Effective September 25, 2026