

Forest City Rainbow Chorus

Youth Membership Policy

Effective Date: March 30, 2026

1. Purpose

The Forest City Rainbow Chorus is committed to being an inclusive and welcoming community for singers of all ages. This policy establishes guidelines for the participation of youth members to ensure their safety, well-being, and positive experience within the chorus.

2. Scope

This policy applies to all youth members of the Forest City Rainbow Chorus, defined as individuals under the age of 18. The chorus welcomes youth members as young as 11 years old. All chorus members, directors, volunteers, and staff are expected to adhere to this policy.

3. Initial Accompaniment Requirement

To support a smooth and comfortable transition into the chorus community, the following requirement applies to all new youth members:

- All youth members must be accompanied by a responsible adult for their first three (3) rehearsals.
- The accompanying adult may be a parent, legal guardian, or another adult designated in writing by the parent or legal guardian.
- After completing three accompanied rehearsals, the youth member may attend independently, subject to the conditions outlined in Section 4.

4. Ongoing Accompaniment by Age

In recognition of the varying levels of maturity and independence appropriate for different age groups, the following ongoing accompaniment requirements apply:

4.1 Youth Members Under 16

- Youth members under the age of 16 must be accompanied by a parent or legal guardian at all rehearsals, performances, and chorus-related events.
- A parent or legal guardian is defined as the individual(s) with legal parental responsibility for the youth member.

- Exceptions to this requirement are not permitted unless approved in advance by the Board of Directors in writing.

4.2 Youth Members Aged 16 and 17

- Youth members aged 16 or 17 may attend rehearsals and events independently after completing the initial three accompanied rehearsals, provided written parental or guardian consent has been received.
- Parents and guardians are encouraged to remain involved and are always welcome to attend any chorus activity.

5. Two-Deep Leadership

The safety and protection of all youth members is a top priority. To this end, the following rule is in effect at all times:

- No youth member may ever be alone with a single adult who is not their parent or legal guardian. This applies at all chorus-related activities, including rehearsals, performances, events, and travel.
- All interactions between youth members and adults must occur in open, observable, and interruptible settings.
- If individual instruction is required, a second adult must be present and visible at all times.
- Any adult who witnesses a violation of this rule must report it immediately to the Artistic Director or a Board member.

6. Code of Conduct

The Forest City Rainbow Chorus has separately adopted a Code of Conduct that governs the behavior of all members, volunteers, and staff. All participants in chorus activities are expected to be familiar with and abide by that Code of Conduct in full.

In addition to the provisions of the Code of Conduct, the following specific requirements apply wherever youth members are present:

- Youth members must not be exposed to sexually provocative language or content of any kind during any chorus activity, unless express written

permission has been provided by the youth member's parent or legal guardian.

- Swearing and profane language are not permitted in the presence of youth members, unless express written permission has been provided by the youth member's parent or legal guardian.
- All members and volunteers are responsible for maintaining a respectful and age-appropriate environment whenever youth members are present.
- Parental permission forms for any exceptions must be submitted to and retained by the Artistic Director prior to any such content being introduced.

7. Reporting Concerns

The Forest City Rainbow Chorus takes all concerns relating to youth safety seriously. Concerns may be reported to any of the following:

- Artistic Director — primary point of contact for all day-to-day youth safety matters.
- Board President — for concerns involving the Artistic Director or matters requiring Board-level attention.
- Board Secretary — to submit a written concern or formal complaint.

Anyone with a concern should:

- Report it immediately to one of the individuals listed above.
- Document the concern in writing as soon as possible.
- Contact local authorities if there is an immediate risk to the safety of any youth member.

8. Contact with Youth Members

All Youth Members must have a parent or legal guardian's contact information on file with the Chorus. This contact information must include a valid phone number, email address, and home address for the parent. Youth Members are not required to have their own independent email or phone number on file with the Chorus.

The Chorus will NOT call or text a Youth Member directly, all communication shall be through a parent at their number except in cases of emergency. If a Youth Member is contacted (whether by call or text) the parent or legal guardian must be copied on the text or present on the phone call.

9. Policy Review

This policy will be reviewed periodically by the Board of Directors and updated as needed to reflect best practices in youth safety and any changes in applicable law.