

Forest City Rainbow Chorus

Code of Conduct

1. Purpose

The Forest City Rainbow Chorus exists to create music that uplifts, celebrates, and empowers the LGBTQ+ community of Rockford, Illinois, and the surrounding area. This Code of Conduct outlines our shared expectations to ensure that all members, volunteers, and guests feel safe, respected, and valued.

2. Core Values

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

Respect: We value each other's voices—both musical and personal. Differences in opinion or identity are honored, not diminished.

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

Collaboration: We work together in kindness, recognizing that harmony on stage begins with harmony off-stage.

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

3. Expected Behavior

All members and participants 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) Follow the artistic direction and rehearsal guidelines set by the Artistic Director and leadership team.
- G) Respect confidentiality within the Chorus when sensitive matters are shared.
- H) Represent the Chorus positively in public, in-person, and online.

4. Unacceptable Behavior

The following behaviors are not tolerated:

- Harassment, discrimination, or hate speech of any kind.
- Unwanted physical contact or sexual advances.
- Disruption of rehearsals, performances, or meetings.
- Persistent negativity or personal attacks.
- Substance abuse that impacts the safety or performance quality of the group.

5. Conflict Resolution

Conflicts will be handled with care, discretion, and fairness: If possible, address the concern directly with the person involved. If not possible or unsuccessful, bring the concern to a member of the Board of Directors. The Board may take appropriate action, which could include mediation, a written warning, suspension, or removal from the Chorus.

6. 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 so that accommodations can be made.

7. Alcohol & Substance Use at Events

While responsible 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.

8. Photography, Recording, and Media

Members should respect the Chorus' policies on photography and recording, including any opt-out procedures, and may not share recordings or images without consent from those depicted.

9. 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.