NORTH CAROLINA BOYS CHOIR CODE OF CONDUCT

The North Carolina Boys Choir promotes responsibility, respect, civility and excellence in a safe learning and teaching environment. All directors, parents, staff, volunteers and choir members have the right to be safe and to feel safe, when they participate in the NCBC.

With this right comes the responsibility for each chorister to conduct themself with self-discipline and respect for others, and to be accountable for actions that risk their own safety or the safety of others. To ensure that the choir always offers a positive experience for those who participate in it, the North Carolina Boys Choir has adopted the accompanying Chorister's Code of Conduct.

The Code of Conduct requires a chorister to report any serious violations by other choristers. This includes—but is not limited to—instances of bullying and harassment, taking or destruction of property, and possession of drugs, alcohol, tobacco or weapons. If requested by the chorister who reports a violation, their identity will be kept confidential.

The penalties that may be imposed for violation of the Chorister's Code of Conduct are described below, based upon the frequency and severity of the infraction. Choristers and parents/guardians should understand, however, that the circumstances of a violation will always be taken into consideration, and any of the penalties—including immediate dismissal from the choir—may be imposed without prior warning and without going through a lesser disciplinary step. For certain offenses, we may be required to contact law enforcement and other authorities for help, and they will follow their protocols to address the issue.

Violations of the terms of the Chorister's Code of Conduct will ordinarily be dealt with as follows:

- The chorister may be counseled.
- The chorister's parents or guardians may be notified of the violation by telephone.
- The chorister and their parents may be called in for a conference.
- The chorister may be suspended from choir activities for a specified period of time.
- The chorister may be dismissed from the choir.

The Artistic Director will have the sole discretion to determine whether a chorister has violated the Code of Conduct, and what penalty will be imposed. In the event of suspension or dismissal, all tuition money and fees paid for the academic year will be forfeited.

Appeal Process

A choir member who has been suspended or dismissed from the choir may request that the Executive Committee of the Board of Directors review the decision.

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1. I will treat fellow choristers, artistic directors, parents, volunteers and chaperones with dignity and respect. I will not bully or harass another chorister, nor encourage others to harm or mistreat another chorister.
2. I will not display prejudice, intolerance, or insensitivity, by words or actions.
   I will respect differences in people, their ideas and opinions.
3. I will demonstrate honesty and integrity.
4. I will respect the property of others.
   I will not take another person's belongings, even as a joke, without their permission.
   I will not damage or destroy any property in the course of any NCBC activity.
5. Because the success of the NCBC requires hard work and focus, I will not disturb rehearsals or performances by talking or acting in a disruptive way.
6. Because the NCBC's excellent reputation could be spoiled by improper conduct, I will conduct myself as a gentleman whenever and wherever I am representing the NCBC.
7. I understand that my attendance at rehearsals and performances is essential to the success of the NCBC. I have read the requirements relating to attendance contained in the NCBC Handbook, and I will comply with those requirements.
8. I will not use profanity, or offensive or inappropriate language, while engaged in any NCBC activity.
9. I will not possess, use, be under the influence of, or provide others with alcoholic beverages, tobacco products or illegal drugs while engaged in any NCBC activity.
10. I will not possess or handle a weapon of any kind while engaged in any NCBC activity.
11. I will not use physical force or any object to threaten, intimidate or hurt another person.
12. I will not possess obscene material of any kind while engaged in any NCBC activity.
13. I will comply with the directions of the staff of the NCBC, or their designees.
14. I will comply with all the laws of the State of North Carolina.
15. I will try to be a role model for other choristers in my words and actions.
    I will offer help to others when I see that it may be needed.
    If there is a problem, whether large or small, I will try to be part of the solution.
16. If I cannot resolve a conflict peacefully, I will ask for help from an adult staff leader (choir directors or accompanist).
17. To protect the NCBC community, I will report to a member of the NCBC staff any serious violations of this Code of Conduct by other choristers.

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Chorister's Signature Date

_____ _____

Parent's or Guardian's Signature Date