

LISMORE SYMPHONY ORCHESTRA (LSO) PLAYER/ MEMBER CODE OF CONDUCT & EXPECTATIONS POLICY



DECEMBER 10

Lismore Symphony Orchestra
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Purpose

This document outlines how Lismore Symphony Orchestra (LSO) expects its members to behave at all times when they can be identified as orchestra members. This code of conduct document seeks to facilitate a safe and supportive environment for all members of the LSO, and for other people who take part in any of LSO activities.

Breadth of Code of Conduct

The Code of Conduct applies to players, members and volunteers of the Lismore Symphony Orchestra (LSO) while participating in any activities or events when a member can be identified, recognised or assumed to be associated with the LSO. LSO activities include but are not limited to: concert bump-in and bump-out; rehearsals, concerts, transport to and from LSO events, tea/dinner breaks, social occasions, workshops, meetings or any other activity relevant to or requisite for the production of LSO musical events.

Core Statements

- All LSO players, members, and volunteers shall respect the dignity of themselves and others, and act with consideration and good judgment at all times.
- All LSO players, members, and volunteers shall behave in a manner that is consistent with LSO's policies, and the relevant requirements set out under Australian Common Law.
- All LSO players, members, and volunteers shall recognise that their words and actions are an example to other members of LSO and to the public, and behave in a manner appropriate to the expectations of the event that is consistent with the standards of the event and organisation alike.
- All LSO players, members, and volunteers shall exercise appropriate physical contact with each other and those they come into contact with in the course of a LSO activity.
- All LSO players, members, and volunteers shall not use the LSO, or any LSO event, to promote beliefs, behaviours or practices where these are not compatible with the aims values, mission or vision of the LSO.
- All LSO players, members, and volunteers shall recognise that physical or verbal abuse or any other form of abuse is totally unacceptable and will not be tolerated.
- All LSO players, members, and volunteers shall exercise respect for the property of others, including materials loaned to them by members of the LSO, or the LSO as an organisation.
- All LSO players, members, and volunteers shall not bring or consume illegal drugs whilst on engaging in any activity for, involved with, or on behalf of the LSO. Nor will LSO players, members, and volunteers attend any LSO activity under the influence of illegal drugs.
- At activities within the music community that permits alcohol consumption, all LSO players, members, and volunteers 'on duty' should consider the impact of alcohol on the effectiveness of their performance of duties.

Providing a safe and welcoming environment can only occur when everyone cooperates and agrees to reasonable, expectable and suitable standards of conduct.

The following are acts, which the LSO considers unacceptable. Any LSO member found engaging in these acts will be subject to disciplinary action:

- Willfully damaging, destroying or stealing property belonging to fellow members or the LSO.
- Using any LSO property for personal gain without permission of the LSO.
- Willfully and publicly damaging the reputation and or credibility of the LSO, its members and or its stakeholders.
- Refusing to follow specified player descriptions/ expectations.
- Refusing to follow or failing to carry out reasonable instructions from a concert master, conductor, orchestra board member, section leader, or the like.
- Using threatening or abusive language towards a fellow LSO members, a member of the LSO board, audience or stakeholder.
- Using obscene language.
- Bullying and harassment of any kind including verbal, physical, sexual or cyber.
- Not taking proper care of, neglecting or abusing LSO equipment, instruments or LSO property.
- Engaging in any commercial activity at any LSO function or activity without approval board approval.

General Expectation for Lismore Symphony Orchestra's Members

As a player of the Lismore Symphony Orchestra (LSO) you will be expected to undertake the following:

1: Demonstrate your commitment

- Membership of the LSO is a commitment commencing when you become a member, and continuing until the expiry of your membership at the end of the calendar year.
- Attendance at all scheduled rehearsals, tutorials, workshops, and performances is required. In the event of unforeseen circumstances, members are required to notify the orchestra manager as soon as reasonably possible via telephone or text message if you will be absent from a scheduled LSO commitment.

2: Fulfil the requirements of your player position, rehearsal, tutorial, etc

- Arrive at the arranged time with an appropriate number of minutes before the scheduled start time, ready to assist in the setting up of the area, unpack and tune your instrument/s, and be settled for the beginning of the rehearsal/workshop/ performance, etc.
- Bring all necessary equipment – music stand, writing implement, water bottle as required by your tutor or conductor – and any music or rehearsal copies you are expected to bring.
- Act courteously and refrain from talking while the conductor, orchestra manager, tutor, or other representatives are communicating with the group, or in areas where other groups are rehearsing.
- Wear appropriate dress. It is important that we maintain a safe and appropriate learning environment for all. We also maintain this through respecting the organization, the rehearsal environment and each other by wearing appropriate clothes. Clothing which is revealing of underwear or judged to be inappropriate (see-through, ripped, too ill-fitting or provocative attire) are not permissible.

T-shirts and other clothing items with rude, suggestive or inappropriate pictures, messages or slogans are also not permitted, as are clothes that are inappropriate for the instrument. Safe, enclosed shoes must be worn during your all LSO activities and events due to work health and safety standards.

3: Exercise care of Lismore Symphony Orchestra property

- You are to exercise due respect and care when using any LSO equipment during any LSO activity.

Performance Expectation for Lismore Symphony Orchestra's Members

As a player of the Lismore Symphony Orchestra (LSO) you will be expected to undertake the following:

- Move on and off stage professionally, as advised by managers, conductors or stage managers.
- Behave appropriately onstage as per expectations and instructions at all times.
- Follow staff and other professional direction quickly and quietly.
- Wait silently backstage for entrance to the stage area.
- Sit quietly and listen attentively to other performers while you are not performing.

Social Media Expectation for Lismore Symphony Orchestra's Members

The Lismore Symphony Orchestra (LSO) recognises the importance of social media as a powerful communication tool and recognises that participation in online communities is a basic individual right. Social Networking Sites (SNS) as defined in this Policy includes, but is not limited to, Facebook, Twitter, Snapchat, LinkedIn. It also includes instant messaging (SMS), geospatial tagging capable sites such as Instagram and video or photo sharing websites such as YouTube.

The LSO has a responsibility to manage its reputation and protect its members. The official online presence of the LSO is carefully managed by authorized and selected persons with the appropriate skill, knowledge and training to properly and effectively participate in social media online for the purpose of managing the online presence of the LSO. Only persons authorized by the LSO Board/ Committee are permitted to cause official information to be published on the internet, including through social media sites.

The LSO recognises that members may participate in social media in their personal time and respects that what its members do in their personal time is their own affair. However, if during their participation in social media activity, a LSO member reference their association with the LSO, or make comments or include content about the LSO, or any affiliated person or any of their affairs, they are required to adhere to the LSO Code of Conduct.

When using Social Media and SNS, all members are to exercise sound judgement and common sense and must give careful consideration to what they are saying, particularly when the information is relevant to their involvement in the LSO or identifies their association with the LSO. Where the information is relevant to their involvement with the LSO, all members must adhere to the Code of Conduct outlined in this document.

Lismore Symphony Orchestra's Commitment to You

As a member of Lismore Symphony Orchestra you can expect that the LSO will:

- Provide opportunities for you to participate in and share musical experiences.
- Provide a safe environment.
- Uphold its player code of conduct and expectation guidelines and follow-up in an appropriate time and manner any infractions of the code you or others may raise.

Breaches of the Code of Conduct

Any conduct seen or heard that does not comply with this code of conduct is to be reported to the verbally to a member of the LSO board. You may be asked to put your experience in writing.

Any breach of the code of conduct related to illegal drugs, alcohol may result in suspension of LSO membership.

If printed music or other equipment belonging to LSO is lost or damaged through negligence or deliberate destruction, you will be charged for its replacement.

Behaviours which breach the code of conduct during any LSO activity (such as speaking when the supervisor of a workshop or rehearsal is communicating with the group) may result in a member or participant being asked to leave a rehearsal.

Any breach of the Code of Conduct will result in prompt and appropriate administrative action by the LSO board. Any LSO member found engaging in these acts will be subject to disciplinary action, which may include verbal or written reprimand, caution, warning, suspension, refusal of entry to LSO premises and/or termination of membership. LSO members may also be personally liable for offences under Commonwealth and, or State and Territory legislation.

Where there are serious, numerous and/or regular breaches of the code of conduct resulting in a member being asked to leave a rehearsal, this may result in suspension or termination of that person's LSO membership.