



# CODE OF CONDUCT

## **Our Statement of Purpose**

Our purpose is to focus on fun, creating and extending existing friendships and music. We do this by providing our members with a safe, supportive and welcoming environment that allows for enjoyable learning and performance experiences. We strive for musical excellence in all performances as an ensemble and as individuals. And we challenge each member to develop and improve their singing voice and musicianship.

## **Introduction**

The purpose of the Code of Conduct is to ensure the physical, mental, and emotional safety of all members and to promote and strengthen the good reputation of the Adelaide Qwire by establishing standards of performance and behaviour for all members.

## **Where does the Code of Conduct apply?**

The Adelaide Qwire Code of Conduct applies to all members at all times (including when at rehearsals, concerts or other events). It applies to all interactions relating to the Qwire itself or Qwire members or its audience, whether online, in person and on social media platforms.

In addition, the Code of Conduct applies of all Choir Committee members when acting in their role as a Choir Committee member.

## **Membership**

Membership of the choir is open to all who are willing to participate in an inclusive, safe, and welcoming way.

Entry age is generally 18 years or older however the Choir Committee may agree to the participation of younger members upon consideration. There is no need to audition to be part of Adelaide Qwire.

People wishing to join the choir are welcome to attend rehearsals for a trial period of 3 rehearsals prior to being considered a member and needing to pay fees.

There is a fee associated with membership. Those suffering financial hardship are encouraged to approach a representative of committee to discuss options.

## **General Responsibilities**

### **Attendance**

Choir members are expected to attend rehearsals where possible.

Attendance at performances is not mandatory but strongly encouraged. If members agree to attend a performance, they are expected to attend the 3 rehearsals prior to the performance so as to ensure that the choir can perform to a high standard. If that is not possible, members can discuss their situation with a member of the Choir Committee.

### **Behaviour**

Members will be respectful and supportive of others in the group including the Choir Director. This includes the use of appropriate language (abusive language is not acceptable).



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Where relevant, members will follow the directions of the Choir Director, and/or the Choir Committee.

Musical decisions are to be left to the Choir Director, any accompanists, and any guest director(s) /conductor(s).

Members will keep talking to a minimum when singing or instruction is occurring.

Members' conduct should be respectful of the choir's reputation, including past and current members.

Members are requested to adhere to the performance dress code.

## **Creating a safe environment**

The Choir Committee will ensure that rehearsal and performance spaces are disability friendly.

Members will ensure a safe environment for all that respects the autonomy and consent of their fellow members. This includes but is not limited to:

- Not touching other members without consent
- Not invading other members' personal space
- Not commenting on other members' appearance
- Not commenting on other members' singing ability
- Not commenting on other members' disability
- Remembering that consent is an ongoing conversation, not one-and-done. Check in with people. Do not assume, instead make sure they are still comfortable.

Members are not to engage in harassment

- Harassment includes:
  - Deliberate misgendering or use of "dead" or rejected names
  - Physical contact and simulated physical contact without consent or after a request to stop
  - Threats of violence
  - Deliberate intimidation
  - Stalking or following
  - Unwanted photography or recording, including logging online activity
  - Sustained disruption of discussion
  - Unwanted sexual attention
  - Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others
  - Continued one-on-one communication after requests to cease

Members are not to question or challenge someone's stated self-identity or chosen labels, even if they conflict with their own views.

Members are not to make offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, national origin, ethnic origin, nationality, immigration status, language, religion, or lack thereof, or other identity marker.

Members are not to deliberately "out" any aspect of a person's identity without their consent.



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It is the right of the individual to choose whether they disclose information about their sexuality and gender identity. As such it is not considered appropriate to demand this information of someone, and members are expected not to continue inquiries unless express consent is given. This is to maintain a healthy “no questions asked” environment that welcomes people who identify as LGBTQ+ as well as those who are currently questioning or not “out” and allies.

## **Property**

All property (including sheet music) issued to choir members remains the property of the choir and are to be returned in good condition. Upon leaving the choir, members are expected to return any choir property.

## **Breach of Code of Conduct**

The Choir Director or Choir Committee has the right to refuse participation in a performance to a choir member who is found to be in breach of the code of conduct.

After the review of any breach of the Code of Conduct, Choir Committee may consult with the member, counsel them as to the inappropriateness of the conduct and support them in making changes.

Following a number of warnings, if the choir member has made no appropriate change, then the Choir Committee has the right to ask the member to leave the choir.

## **Dispute Procedures**

Grievance officers are available to assist members resolve issues.

If any member is unhappy with decisions made by the choir director, have the right to appeal.

Appeals are sent to the Choir Committee via the Committee Chair.