

Victorian Lyric Opera Company

Member Code of Conduct

Introduction

Victorian Lyric Opera Company is committed to fostering an artistic environment that promotes and values creativity, community, professionalism, respect, and tolerance. Members are expected to abide by and honor this Code of Conduct and its related policies whenever they are participating in a performance, concert, event, rehearsal, or interacting with any social media outlet associated with Victorian Lyric Opera Company.

I. Commitment Against Discrimination and Promotion of Equal Opportunity

Victorian Lyric Opera Company (“VLOC”) is an equal opportunity organization and will not discriminate in the discharge, membership, recruitment, training, or any other term or condition of membership on the actual or perceived basis of race, color, religion, sex, national origin, sexual orientation, gender, gender identity, age, disability, family responsibilities, veteran status, documented status, immigration status, or any other characteristic characterized and protected by law (collectively, these are henceforth known as “protected characteristics”).

II. Discrimination Policy

No member is allowed, authorized, or permitted to assist or engage in discrimination at VLOC. If a member assists or engages in any type of discriminatory conduct, he or she may be subject to disciplinary action, up to and including termination of membership. It is the responsibility of every member to ensure that discrimination on any of these unpermitted bases does not occur within VLOC. Members are expected to review and comply with VLOC’s “Anti-Discrimination Policy” (Exhibit A). Further, VLOC requires all members to cooperate in any internal investigation of any matter involving discrimination and provide honest, truthful, and complete information to the best of the member’s ability.

This policy relates to all aspects of membership and activities, including, but not limited to, auditions, concerts, performances, rehearsals, and site preparation (e.g., set building, painting, costuming, etc.).

III. General Harassment Policy and Prohibition

No member is allowed, authorized, or permitted to engage or assist in harassment through comments or actions that create an offensive or hostile environment for any member because of the member’s protected characteristics. Harassment is defined as anything that belittles or demeans another based on that individual’s protected characteristics. Generally, harassment does not require an intent to offend. Thus, inappropriate conduct meant as a joke, a prank, or even a compliment can lead or contribute to harassment.

Although members are encouraged to build relationships with other members and enjoy the artistic process, members are also expected to conduct themselves in a professional manner while engaging in projects for VLOC. All members must treat co-members, creative and artistic staff, volunteers, visitors, board members, and VLOC officers with dignity and respect.

IV. Sexual Harassment Policy and Prohibition

No member is allowed, authorized, or permitted to engage or assist in sexual harassment. Sexual harassment has the purpose or effect of interfering with an individual's performance or creating an intimidating, hostile, or offensive environment because of that individual's sex. Conduct constituting sexual harassment is prohibited and deemed to be outside the scope of a member's casting, musical, and staging duties during a concert, performance, production, or rehearsal, and typically occurs without the consent of the individual being harassed. Members are expected to review and comply with VLOC's "Sexual Harassment Policy" (Exhibit B).

No one with a supervisory role at VLOC may at any time: (1) threaten or imply that a member's submission to or rejection of a sexual advance will in any way influence any decision regarding that member's casting, performance, evaluation, advancement, assignments, discipline, discharge, or any other term or condition of membership; or (2) make any membership decision concerning an individual on such a basis. Moreover, any conduct by a supervisor or a co-member that has the purpose or effect of interfering with performance or creating an intimidating, hostile, or offensive environment will not be tolerated and may lead to discipline, including, but not limited to, termination of membership.

V. Prohibition Against Retaliation

No member will be subject to reprisal or retaliation for raising concerns and/or making reports in good faith. Retaliation against any member for (1) reporting harassment and/or discrimination; or (2) cooperating in an internal investigation of the same is a violation of this Code of Conduct and, like harassment or discrimination itself, will be subject to disciplinary action, up to and including termination of membership.

VI. Social Media Policy

In general, VLOC respects the rights of members to use social media on their personal time as a medium of self-expression, and VLOC does not intend to police the activity of members. However, VLOC reserves the right to monitor social media postings on any online forum concerning VLOC's interests, and we will not tolerate any postings tending to demean or undermine our commitment to equal opportunity. Further, VLOC requests that members not speak on behalf of VLOC on social media. Members are expected to treat each other with respect and kindness while using different social-media platforms.

Member Acknowledgement

As a member, I have received and agree to abide by the above conditions and terms relating to Victorian Lyric Opera Company's Code of Conduct and attachments. I further recognize that violating this Code of Conduct could result in disciplinary action, including, but not limited to, the suspension or termination of my membership with Victorian Lyric Opera Company.

Printed Name: _____

Signature: _____

Date: _____

EXHIBIT A – VLOC Anti-Discrimination Policy

EXHIBIT B – VLOC Sexual Harassment Policy