



## CODE OF CONDUCT POLICY AGREEMENT FORM

### Code of Conduct 'Statement of Agreement':

- ~ I will not interfere with other member's rights of participation
- ~ I will not hinder instruction
- ~ I will not interfere with the personal rights of others

As a member of the St. Cloud All-City Marching Band, Winter Drumline or Winter Guard your conduct reflects the pride you have in yourself, the organization and your community. All members are required to complete a Code of Conduct Agreement Form before being allowed to participate in any of the organization's performance groups during each season.

Code of Conduct offenses are generally of a more serious matter and should be reported immediately. All such offenses will be investigated and dealt with immediately as circumstances dictate. Negative behaviors of a lesser degree may be observed and reported. Such lesser infractions, although not considered a violation of the Code of Conduct, will be dealt with on an individual basis and may result in negative consequences (e.g. extra duties, rehearsal clean-up, etc.).

#### Infractions of the Code of Conduct

Infractions may include, but are not limited to, more serious negative behaviors such as:

- Inappropriate language, dress or behavior
- Insubordination
- Endangering self or other's safety and welfare
- Possession of or use of illegal or controlled substances

#### Consequences for Violations of the Code of Conduct

Every substantiated violation of the Code of Conduct will be reported to the member and parent(s) or guardian(s) in written form using the Code of Conduct Report Form. Violations are cumulative through each season.

##### First Offense of the Code of Conduct

The member will meet with two of the following: Director(s), President or Vice President if the President is not available, to discuss the offense and develop a "personal plan of action".

##### Second Offense

The member will meet with two of the following: Director(s), President, and/or Vice President and parent(s) or guardian(s) to discuss the offense and modify the "personal plan of action".

##### Third Offense

The member will meet with two of the following: Director(s), President, and/or Vice President and parent(s) or guardian(s) to discuss the offense and discuss the appropriate action to be taken. Such action may include exclusion from events or performances, exclusion from a specific number of events or performances, loss of privileges, or even expulsion from the group. The member's "personal plan of action" will be reviewed and revised as needed.

##### Serious Offenses

If it is determined that any offense is of significantly serious nature the most appropriate action will implemented immediately.

#### Code of Conduct Files

A copy of all completed Code of Conduct Report Forms will be kept on file with the band secretary. Student Code of Conduct Agreement Forms and Report Forms will be kept on file for the current season. Students, Directors, Board Members and Chaperones need to complete a new Code of Conduct Agreement Form for each season. Adults working with the band will have First Violation Reports kept on file for six months from the date of the infraction. Subsequent adult violations will be kept on file for one year from the date of the infraction.

#### Grievances

Any student or adult may appeal the results of the Code of Conduct process. Grievances are handled by the Grievance Committee which is comprised of the Executive Members of the St. Cloud All-City Board.

**"I have read the statements above and will abide by these guidelines. I am aware that violations of the code will result in specific consequences as outlined in the code. I also realize that I may appeal Code of Conduct violations, processes and consequences to the Grievance Committee."**

Student Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Parent Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Director's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

President's Signature: \_\_\_\_\_

Date: \_\_\_\_\_