

Thornton Community Band Code of Conduct

General Conduct

All persons participating in activities with the Thornton Community Band shall comport themselves with good manners and in the spirit of good fellowship and the high standards of the Band.

Harassment Policy

In accordance with the our non-discrimination policy, the TCB prohibits any inappropriate behavior based on age, race, color, sex, religion, national origin, disability, genetic information, or any other applicable status protected by Federal, State, or Local Law. (Pull full list from bylaws)

Inappropriate behavior includes verbal or physical conduct that has the purpose or effect of substantially interfering with an individual's participation or creating an intimidating, hostile, or offensive environment. These actions will not be tolerated. Prohibited behavior may include but is not limited to the following:

- Written forms such as cartoons, emails, text messages, posters, drawings, photographs, and social media.
- Verbal conduct such as epithets and derogatory comments, slurs, or jokes.
- Physical conduct such as assault or blocking an individual's movement or physical gestures expressing similar intent.

Sexual Harassment Policy

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when such conduct has the purpose or effect of substantially interfering with an individual's participation or creating an intimidating, hostile, or offensive environment.

Conduct which may violate this policy includes sexually implicit or explicit communications, which are not limited to:

- Written forms such as cartoons, emails, text messages, posters, drawings, photographs, and social media.
- Verbal forms such as derogatory comments, jokes, foul or obscene language of a sexual nature, gossiping, or questions about another's sex life / orientation.
- Physical gestures and other nonverbal behavior, such as unwelcome touching.

Complaint Procedure

If you believe that there has been a violation of this policy, including sexual harassment concerns, please report the violation to any member of the Board. For further information regarding the complaint procedure, see bylaws Article 6.01, paragraph 2.

Please sign that you have read and understand the written policies and procedures in the Code of Conduct and return this form to a Board Member.

Printed Name

Date

Signature