



LITHA SYMPHONY ORCHESTRA, INC

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www.lithasymphony.org

"New York's Premier Summer Ensemble"

Litha Symphony Code of Conduct

Litha Symphony Orchestra strives to provide a safe, supportive, and welcoming environment for any and all musicians regardless of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, color, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability. By participating with Litha Symphony Orchestra, you agree to uphold Litha's mission by abiding by the following code of conduct:

Attendance:

- Musicians are expected to arrive to each scheduled rehearsal on time and prepared.
- Planned absences should be emailed in advance to the personnel director (personnel@lithasymphony.org), the board (info@lithasymphony.org), or their section leader/principal.
- Musicians unable to show up due to illness or an accident should notify the personnel director, any board member, and/or their section leader/principal.
- Musicians that miss more than two (2) rehearsals in a performance cycle or dress rehearsal
- may be asked not to perform at the discretion of the director and/or section leader.

Discrimination and Harassment:

- Discrimination and harassment of any kind from any musician will not be taken lightly. Litha Symphony is committed to providing an environment free of discrimination and harassment. Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, or any other characteristic will not be tolerated.
- Threats or violence by a musician against another musician or person will be taken seriously and will not be tolerated.
- Bullying will not be tolerated.
- Advocating for, or encouraging, any of the above behavior will, again, not be tolerated.

Respect and Courtesy to Musicians and Property:

- The equipment provided by Litha, the church/venue, and/or other organizations should be treated with respect and not purposefully damaged or vandalized.
- At no point should any musician touch another person, musician's instrument, or someone's property without permission.

Professionalism:

- Musicians shall conduct themselves in a courteous and respectful manner at all times during their participation in Litha Symphony activities and contact with the public.
- Musicians should not engage in any conduct that could bring Litha Symphony or the musician into disrepute or adversely affect the interests or reputation of Litha Symphony.
- Musicians are expected to come prepared with appropriate equipment/materials.

Conduct:

- Any musician that arrives to any rehearsal or performance under the influence of drugs or alcohol will not be tolerated. If a musician arrives in such a state they will be asked to leave.
- The possession, purchase, sale, distribution, or manufacture of controlled substances or drugs either at a rehearsal, performance, or an event hosted by Litha Symphony is prohibited and will result in immediate and permanent dismissal.

Signature: _____

Date: _____