



CODE OF CONDUCT

The Code of Conduct applies to members of the OSYO community, including musicians, parents, staff (Conductors, Coaches and Administrative Personnel), and volunteers while attending or participating in OSYO activities and events. OSYO activities include but are not limited to weekly rehearsals, concerts, transport to and from an OSYO activity, breaks, retreat, tours, workshops, meetings, or any other activity relevant to or requisite to OSYO musical or educational events.

Core Statements:

OSYO is committed to being a safe and respectful organization and providing a community that is free of harassment, discrimination, bullying and violence.

Harassment can take many forms. This includes unwanted attention, inappropriate jokes or texts, threats, and other unwelcome verbal, written, visual or physical communication or conduct. Such actions serve no legitimate educational or developmental purpose and OSYO has strict intolerance towards such actions.

Everyone has a responsibility to build safe and respectful culture.

The OSYO community shall:

- respect the dignity of themselves and others, and act with consideration and good judgment in all inter-personal relationships.
- behave in a manner that is consistent with OSYO's policies as detailed in the Handbook.
- musicians shall respect their conductor's instructions regarding attendance at rehearsals, and with particular reference to the dress-rehearsal on the Tuesday (or designated day) before the concert. Continued absence from rehearsals could result in the musician being disbarred from performing at that concert.
- recognize that their words and actions are an example to other members of OSYO and to the public and behave in a manner appropriate to the expectations and standards of the event.
- exercise appropriate physical contact with each other and those they come into contact within the course of an OSYO activity.
- not use OSYO, or any OSYO event, to promote beliefs, behaviors, or practices that are not compatible with the aims of OSYO.
- recognise that physical or verbal abuse or any other form of abuse is totally unacceptable and will not be tolerated.
- exercise respect for the property of others, including materials loaned to them by OSYO.
- not bring or consume drugs during any OSYO activity (rehearsals, concerts, and other events). This includes attending any OSYO activity under the influence of drugs. At activities within the music community that permits alcohol consumption, OSYO staff and volunteers on duty should exercise good judgement for alcohol consumption whilst responsible for students, or in the presence of students, and consider the impact of alcohol on the effectiveness of their performance of duties.
- OSYO encourages its musicians to bring concerns on an individual level to the General Manager, with a respectable demeanor, and with the explicit goal of resolving the issue. Any conflict amongst members of the OSYO community that remains unresolved by the General Manager will be directed to the OSYO Board Governance committee.

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