

Code of Conduct

1. Illegal drug use will not be tolerated by any member of the corps at any time and is grounds for immediate dismissal.
2. There will be no consumption of alcohol by minors. We have a zero tolerance policy on this.
3. You are always a representative of the IMPACT Drum and Bugle Corps and Florida Marching Arts, Inc. As such, you must take care not to act in any manner that would be detrimental to the image or reputation of the corps or the corporation. This includes verbal communication and/or posting any statements on the Internet (RAMD, DCP, Facebook, YouTube, Twitter, etc.)
4. Due to potential legal trademark and/or copyright issues, no one should post any audio/video of IMPACT in any media form, without the express written consent of the President of Florida Marching Arts, Inc. There is no restriction on posting still photographs.
5. Rehearsal facilities are to be treated with respect. Anything that's moved will be returned to where we found it. Inspect your surroundings and make sure you pick up bottles, wrappers, and any other debris prior to leaving the premises.
6. If you are issued equipment by IMPACT or FMA, you are responsible for it and are expected to take care of it. Any lost equipment must be replaced at the member's expense.
7. All members will attend rehearsals as scheduled. In the event you expect to be late, or must miss a rehearsal, you are to notify the corps by sending a message as soon as possible, but no later than 48 hours prior to the event.

In the event of an emergency, you are to call the Assistant Director.

8. Harassment or discrimination of any type is not tolerated.

9. You must meet your attendance commitments as outlined in the attendance policy.
10. No adult member (18 and older) will be alone in any location with another member under the age of 18. A location is defined as a separate room, building, site, or vehicle not visibly accessible at all times by other members of the Corps.
11. You will treat the staff with the respect due them, as well as treat other members with courtesy and civility. Any actions deemed to be contrary to the proper conduct expected of members, or in any way detrimental to IMPACT Drum & Bugle Corps or Florida Marching Arts, Inc. are grounds for immediate dismissal from the Corps.
12. Corps equipment is to be returned when requested by the Corps Director. As a non-profit organization governed by the FL Department of State – Division of Corporations, failure to return corps property when requested will result in the filing of a charge of theft under FL statute 812.014.
13. Any members who suffer medical conditions that prevent participation will not be allowed to return without a signed Doctor's release that identifies any limitations placed upon the member's return, if any. Any changes in a member's medical history that could impact emergency treatment require an updated "Medical History and Release" form be provided to the Corps Director or Secretary.

Anyone not abiding by the above Code of Conduct will be subject to dismissal.

Corps Property

All members are responsible for any equipment issued them by the corps. The quartermaster shall handle any repair, adjustment, or maintenance to equipment. Members that do not participate, or do not expect to participate, in any corps rehearsals and/or performances in any sixty (60) day period, must immediately return all corps property. All new members must attend the next four (4) events after equipment is issued, and attend a minimum of two (2) events per month during their first year of membership. After the first year, they must follow the existing member property policy listed above. These requirements can only be waived by the Corps Director on a case by case basis. As soon as any member identifies a need for a leave of absence of longer than 60 days, the member will turn in equipment prior to the beginning of the absence.

Attendance

The goal of the attendance policy is to ensure that a “critical mass” is available for rehearsals and performances. It provides the instructional staff with notice in case rehearsal plans must be revised due to significant attendance issues on a given day. It allows us to prepare and field a corps large enough to meet performance obligations, and to ensure the corps’ performance is at an acceptable level. It also sets down expectations when attendance becomes an issue and is expected to improve communication for those situations when “life happens.”

Attendance Policy

Expectations:

You have made a commitment to IMPACT for the year. Everyone is counting on you! In order to have successful rehearsals and performances, it is essential that we have full attendance. The absence of one person not only affects that person, but also the entire group. The critical factors of uniformity, balance, spacing, and alignment cannot be improved or maintained with absences.

Legitimate Excuses:

Legitimate excuses for rehearsal or performance absence are school events, illness, accident, or serious illness/death in the family. There may be other acceptable excuses as well. If you have any questions, please see the Corps Director. A request to be excused from a future rehearsal or performance must be turned in at the earliest possible time, and will be considered by the Director depending the legitimacy of the case presented. You may also be excused for part of a rehearsal (arrive late or leave early) as well, as it is better for the corps if you can come for part of rehearsal rather than not at all. You should use the e-mail addresses listed in Paragraph 7 of the Code of Conduct above to notify the corps. Your message will automatically be forward to the Director and staff who have the need to know. If you are notifying the Corps with less than 48 hours prior to rehearsal you should follow up with a phone call to the **Assistant Director (Mike Abendschein 352-551-5564.)**

Unexcused Absences:

Unexcused absence from a performance is unacceptable and may result in your spot being closed. Continuing problems with absences, tardiness, or leaving early from rehearsal will be given appropriate consequences regarding performance opportunities. Due to safety and performance considerations, an absence from a rehearsal immediately prior to (including the day of) a performance may result in you not being allowed to perform. Sometimes changes in the show may occur and the only opportunity to learn and rehearse those changes will be the rehearsal prior to a performance. Exceptions to this requirement can only be made with pre-approval of the Corps Director.

If you are not sure, ASK! If you have a request, problem, or question, ask the Corps Director at the earliest possible time.

Member Expectations:

IMPACT Drum and Bugle Corps employs the services of a talented and experienced instructional staff. Members are expected to be open to direction with the understanding that the process of learning is an ongoing one which requires time, effort, and commitment.

“Practice” happens at home. *“Rehearsals”* occur on scheduled dates.

IMPACT’s rehearsal schedule is deliberately structured with the scheduling needs of the members in mind. Focused rehearsals are supported through the efforts of the members at home. Members are expected to practice their music and visual work diligently so that skills and concepts taught during rehearsals are continuously refined between rehearsals.

Rehearsal attendance is critical to the growth of the ensemble. Understanding that everyone has commitments and engagements outside of drum corps, members are expected to make all reasonable efforts to attend rehearsals, and to communicate (in advance) any potential rehearsal conflicts.

Attitude is everything. Members are expected to maintain a positive attitude during all phases of the learning process. The instructional staff is open to suggestions so long as those suggestions are voiced outside of rehearsal and framed in an appropriate way.

Members will maintain their equipment and ensure that it is in good working order for rehearsals and performances.

Instructional Staff Expectations:

IMPACT Drum and Bugle Corps and FMA, Inc. will retain a qualified and experienced instructional staff equipped to support the nature and ability level of the performing members.

The instructional staff will design a program (music and visual) which is challenging – yet achievable – given the ability level of the performing members.

The instructional staff will develop and execute a technique program aimed at performance improvement and musical growth.

Just as attendance is critical for members, it is also critical for the instructional staff. Keeping in mind the professional commitments of those involved, the staff will work to ensure representation at every rehearsal.

Collaboration and cooperation are hallmarks of a strong team. Members can expect the instructional staff to collaborate with each other, and with the membership, to improve both instruction and performance.

The instructional staff will provide the music and visual program with ample time to learn all that is needed for scheduled performances.