

MISSION, VALUES, EXPECTATIONS, AND POLICIES

MISSION STATEMENT

Our Mission is, first and foremost, to bring the life-enriching benefits and enjoyment of marching music and the associated performing arts into our community, thereby providing a positive atmosphere in which individuals receive an education in the performing arts and develop character traits such as discipline, teamwork, integrity, leadership, dedication, and good citizenship. We do this by creating and fostering organizations to engage in education, competition, entertainment, and the promotion of individual growth.

VALUES

As the longest-running active drum corps organization in the State of Florida, strong values and high expectations for personal conduct and citizenship are critically important to our success. All members of each of our performing units are expected to uphold these values and expectations at all times.

Our core values are S-A-F-E:

- **Safety:** We recognize that our individual performance and our overall success depend on the well-being of one another.
- **Attitude:** We treat ourselves and others with dignity, kindness and respect. We maintain an excellent attitude and outlook. We speak highly of our organizations and those organizations with whom we compete.
- **Focus:** We remain focused on our most important tasks and the best interests of the entire organization.
- **Excellence:** We are personally accountable for our actions as a part of an organization dedicated to excellence. We have integrity and know that the time is always right to do what is right.

EXPECTATIONS

A list of general expectations of members follows:

- In all situations, consider the best interests of the entire organization your highest priority.
- Present yourself professionally at all times.
- Always be on time. Remember—early is on time; on time is late.
- Maintain a positive attitude and a productive rehearsal atmosphere.
- Strive for the highest standards of performance in both musical and visual execution.

PARENT AND COMMUNITY INVOLVEMENT

Florida Marching Arts, Inc., encourages parent and community involvement in all parts of our work. Parents and interested community members are welcome to attend and observe any of our events, rehearsals, and performances. No notice is necessary before attending an event, but for information on upcoming events please visit our website at IMPACTDrumCorps.org or call +1 (407) 494-5861.

It takes many volunteers with many different skills to support our organization. Any parent or community member who wishes to volunteer to help with administrative/clerical, food preparation, transportation, sewing, construction/maintenance, media/communications, event planning, fund raising, computer/technical, legal/financial, or other tasks is encouraged to visit our website or call +1 (407) 494-5861.

MEMBER POLICIES

Specific policies related to membership and operations in the performing units of Florida Marching Arts, Inc. follow:

Alcohol and Controlled Substance

At no time, when acting as a participant, agent, or representative of Florida Marching Arts, Inc. or any of its performing units or affiliated performing units, shall any person act in violation of any federal, state, or local alcohol or controlled substance laws.

At no time when acting as a participant, agent, or representative of Florida Marching Arts, Inc. or any of its performing units or affiliated performing units, shall any member, regardless of age or position, be in possession of or consume alcoholic beverages. Additionally, smoking by any member, regardless of age or position, is prohibited.

To that end:

- Possession or consumption of alcohol by an individual under the age of 21 is prohibited.
- Possession or consumption of illegal substances by any individual of any age is prohibited.
- Acquisition of alcoholic beverages for an individual under the age of 21 is prohibited.
- Consumption of alcohol is prohibited on any vehicle and at any event, rehearsal, performance, or housing facility provided by the organization.
- Smoking is prohibited on any vehicle and at any event, rehearsal, performance, or housing facility provided by the organization.

Directors or their designees reserve the right to search personal belongings in support of this policy. Refusal to consent to search and/or violation of this policy may result in disciplinary action, up to and including expulsion.

Please contact the member advocate with any questions about this policy or if a member requires resources on how to quit alcohol, smoking, or using other controlled substances.

Child Protection and Welfare

Florida Marching Arts, Inc. recognizes that the welfare of children and youth is paramount. Florida Marching Arts, Inc. and each of its performing units and affiliated performing units is committed to creating and maintaining the safest possible environment for children and young people.

We do this by:

- Acknowledging that the welfare of children and youth is paramount.
- Recognizing that any person under the age of 18 years is entitled to the protection from physical, mental, sexual or emotional abuse.
- Recognizing that all children and youth, whatever their age, culture, disability, gender, racial origin, sexual orientation, language, or religious belief, have the right to protection from physical, mental, sexual or emotional abuse.
- Ensuring that our volunteers and staff are carefully selected (including required successful background check) and that they accept responsibility for helping to prevent the abuse of children and youth in their care.
- Encouraging parent and community involvement at all events, rehearsals, and performances.
- Requiring parental supervision for any person under the age of 18 years at any event that requires travel outside the state of Florida.
- Responding swiftly and appropriately to all suspicions or allegations of abuse, and providing parents, children and youth with the opportunity to voice any concerns they may have. Any suspicions or allegations of abuse will not be ignored.
- Appointing a Child Protection Officer who will take specific responsibility for child protection matters and who will act as the main point of contact for children/youth people, parents and outside agencies.
- Ensuring access to confidential information is restricted to the Child Protection Officer or the appropriate external authorities.

The Child Protection Officer for Florida Marching Arts, Inc. is Sayre Thomas Kulp. He can be reached confidentially at info@fmainc.org or +1 (407) 494-5861.

Discrimination, Fraternalization, Harassment

Florida Marching Arts, Inc. values diversity in its membership. Accordingly, discrimination on the basis of race, sex, national origin, religion, age, disability, marital status, parental status, veteran's status, sexual orientation, or genetic information is prohibited.

All members are expected to behave professionally at all times. Inappropriate behavior includes jokes, insults and innuendoes (based on race, sex, age, disability, sexual orientation, etc.); degrading sexual remarks; referring to someone as a "stud", "hunk" or "babe"; whistling; cat

calls; comments on a person's body or sex life; or pressures for sexual favors. Inappropriate behavior also includes gestures, staring, touching, hugging, patting, blocking a person's movement, standing too close, brushing against a person's body, or display of sexually suggestive or degrading pictures, racist or other derogatory cartoons or drawings.

Fraternization between an individual under the age of 18 and an individual over the age of 21 is prohibited. Otherwise, fraternization between members is acceptable provided: both parties mutually and voluntarily consent to the social relationship; the relationship is not in violation of state or federal laws; and the relationship does not affect judgment or performance of duties of involved staff members or negatively impact the common goals of the organization.

Sexual harassment, a form of sex discrimination, is defined as unwelcome sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's membership and/or participation;
- Submission to or rejection of such conduct by an individual is used as the basis for membership and/or participation decisions affecting such individual; or
- Such conduct has the purpose or effect of substantially interfering with an individual's ability to participate, or creating an intimidating, hostile, or offensive environment.

Sexual harassment is strictly prohibited.

Please contact the member advocate with any questions about this policy or if a member observes discrimination, inappropriate fraternization, or harassment.

Hazing

Florida Marching Arts, Inc. does not condone hazing in any form and defines hazing to include but not limited to:

- Any action or situation which recklessly or intentionally endangers the mental or physical health and/or safety of a member for the purpose of initiation or admission into, or affiliation with, any organization affiliated with Florida Marching Arts, Inc.. Hazing may result in felony charges.
- Brutality of a physical nature such as whipping, beating, branding, forced calisthenics, exposure to the elements; forced consumption of any food, liquid, liquor, drug, or other substances; or other forced elements; or other forced activity which could adversely affect the mental or physical health or safety of the individual.
- Any activity which could subject the individual to mental stress such as sleep deprivation, forced exclusion from social contact, forced contact which could result in embarrassment, or any other activity which could adversely affect the mental health or dignity of the individual.

- Forcing or requiring the violation of organizational policies, federal, state, or local law.
- Any activity, as described above, upon which the initiation or admission into or affiliation with a Florida Marching Arts, Inc. performing unit, affiliated performing unit, or other organization may be directly or indirectly conditioned, shall be presumed to be a “forced” activity, the willingness of an individual to participate in such an activity notwithstanding.

Please contact the member advocate with any questions about this policy or if a member observes hazing or the threat of hazing.

Intellectual Property, Media, Photography, Recording

As a condition for membership in a performing unit of Florida Marching Arts, Inc. (the “organization” herein) and participation in the activities of its ensembles and programs, and in consideration of the promises and undertakings contained herein and for other good and valuable consideration, the member agrees that:

- All intellectual property rights of whatsoever nature that the member may have or hereafter acquire in audio and video recordings of any performing unit operated or maintained by the organization, whether or not said recordings utilize facilities and resources of the organization or are sold commercially, shall be the sole property of the organization, free and clear of all economic claims of any kind by the member. Said recordings shall be deemed “works for hire” as that term is used and defined in Title 17, United States Code and, for this purpose only, the member is hereby deemed to be a work-for-hire employee. To the extent that such works may not qualify as works for hire, the member hereby irrevocably transfers, sells and conveys all copyright in and to each of the works to the organization, free and clear. This conveyance shall include, without limitation, all trade names, trademarks, and other intellectual property of every kind and description, including so-called “moral rights” in visual and other works. The organization shall have the right, but not the obligation, to credit the member as the initial author of such works. However, for copyright purposes, the author of such works under Title 17, U.S. Code shall be solely the organization.
- This release and license covers and extends to all works to which intellectual property rights may attach or be attributed, including: photographs and artwork renditions depicting the member alone or as part of a performing unit and/or its component sections or subsections; choreography or music written or arranged by members for a performing unit and/or its component sections or subsections; and special equipment or adaptations of musical instruments devised by the members.
- This release and license allows the organization to use the member's name, voice, likeness, image, and biographical information in connection with the production, sale, assignment, and commercial exploitation of such audio or video recordings, photographs, artwork renditions, or other work.

- The term of this release, license and conveyance is perpetual and irrevocable. It shall apply to all works mentioned above and all other works created for benefit of the organization or its programs, regardless of the medium in which such works are distributed (including electronic, Internet and organization website distribution), and whether or not such works are commercially distributed. The member shall have no right of approval or consultation over the use of such works and the same shall be solely within the discretion of the organization.

Property

Members are responsible for items issued to them by Florida Marching Arts, Inc. or in their possession or control, such as the following: musical instruments, cases, mouthpieces, sticks, mallets, equipment, tape, uniform pieces, costumes, etc. Members must return all organizational property immediately upon request or upon ending membership with the organization.

Certain members may also have access to confidential, corporate, unpublished, or otherwise privileged property or information, including but not limited to membership records, inventory records, and creative works. These members must return all such property or information immediately upon request or upon ending membership with the organization. In addition, as a condition of membership, these members agree that any such property information will:

- be deemed to be the property of the organization;
- used only as directed by the Board of Directors or the organization;
- not be copied, reproduced, published or circulated by the member; and
- be surrendered to the organization on demand.

Relationships, Open Door Policy, Retaliation

The promulgation of music is always a shared activity. Music forms the language through which we, as musicians, relate with each other and our audiences. How you build and maintain those relationships with others is important to our success as an organization.

To create effective relationships through music:

- Encourage courtesy and manners among your fellow members. Compliment others. Take the time to thank others. Help others grow and recognize those who have helped you grow.
- Maintain a positive attitude and outlook. Remain focused on the task at hand and toward our common goals.
- Learn from others who are talented. Learn from others who are working hard. Learn from others who are having fun.

- Avoid using language that may be offensive. Wear inoffensive clothing that is conservative, appropriate, and in good taste. Profanity is not condoned at rehearsals or functions and is forbidden when in uniform.
- Take appropriate care of the equipment and facilities that you are assigned. Help others take care of their equipment.
- Be willing to offer and receive honest feedback (both positive and constructive).

Florida Marching Arts, Inc. recognizes that its members may have suggestions for improving their performing units, as well as concerns about their performing units. The most satisfactory solution to a problem or concern is usually reached through a prompt discussion with the director or staff member of that unit. We believe that open communication is essential to a successful work environment and all members should feel free to raise issues of concern without fear of reprisal. Florida Marching Arts, Inc. will not tolerate any form of retaliation.

If you do not feel comfortable contacting the director or are not satisfied with the director's response, please contact the member advocate with your suggestion or concern. The member advocate will work with you to help find a final resolution.

Risk, Safety, Health

As a condition of membership in a performing unit of Florida Marching Arts, Inc., the member agrees that participation in the activities of Florida Marching Arts, Inc. involves the risk of personal injury, including death, due to the physical, mental, and emotional challenges in the activities offered. The member also agrees that participation in these activities is entirely voluntary and requires participants to follow instructions and abide by all applicable rules and policies.

The member accepts all responsibility for the member's actions and accepts that all risks taken by the member as his/her own. The member shall hold harmless Florida Marching Arts, Inc. and its directors for any harm, physical or otherwise, while a member of a performing unit or Florida Marching Arts, Inc.

The leadership and staff of each performing unit considers the following position statements and resources when making any safety-related decisions:

- National Association for Music Education Position Statement: Health in Music Education
- National Athletic Trainers' Association Position Statement: Exertional Heat Illnesses
- National Athletic Trainers' Association Position Statement: Lightning Safety for Athletics and Recreation
- National Institute for Occupational Safety and Health: Noise Evaluation of Elementary and High School Music Classes and Indoor Marching Band Rehearsals

Individual members are encouraged to discuss possible risk, safety, or health concerns with any staff member. If a member feels unsafe in a specific situation, it is that member's responsibility to stop participating immediately and find a safe place. No member will be disciplined for discussing safety-related concerns or for failure to participate because of safety-related concern.

Please contact the member advocate with any questions about this policy or with any risk, safety, or health concerns unable to be addressed in the moment.

Social Media

While the use of social media has become commonplace in our modern society, members of the performing units and affiliated performing units of Florida Marching Arts, Inc. are asked to exercise a degree of discretion when posting comments or pictures on social media venues that may reflect negatively on the organization as a whole or may reflect sentiments or commentary not in line with the values of this organization. Only specifically appointed individuals are permitted to represent the interests of Florida Marching Arts, Inc. and its performing units through social media.

Even though each member has the freedom to express his or her own opinions and views through social media, it is important to remember that to some outside our organization, individual opinions can be misinterpreted as the collective opinion of the group (i.e. "looks like the Caballeros are really upset with the judges," or something to that effect). Please take care to ensure that your individual posts to social media are not misconstrued in this fashion, and that you clearly separate your own views and comments from the organization as a whole.

Please contact the member advocate with any questions about this policy or with information about any social media posting or other communication that may harm the reputation of the organization.

QUESTIONS?/ADVOCACY

If you have any concerns about the values, expectations, or policies outlined above, contact the member advocate. Further, if you have any concerns, suggestions, or complaints about your involvement in Florida Marching Arts, Inc., or any of its performing units, please feel free to address them with the member advocate. The member advocate functions independently, confidentially, informally, and impartially.

The member advocate can:

- listen to your complaint
- clarify policy
- answer questions concerning appropriate channels
- assist with problems that have not been resolved by other staff members

- informally look into your complaint
- make referrals to individuals who can address your concern
- help define options that are available to you
- recommend changes to policy, rules, or procedures that are outdated, unclear, or ineffective
- open avenues of communication; facilitate conversations
- offer a SAFE place to discuss your concerns

Contact the member advocate confidentially at any time by emailing membership@fmainc.org.