



## **Member Expectations Policy**

The St. Albert Community Band welcomes musicians from all walks of life. The band members bring different motivations, expertise and goals to the community band. It is the expectation that band members, conductors, volunteers and guests act courteously and positively toward one another at all times. The overriding principle behind this policy is to ensure that all persons associated with the band and interacting with the band are treated with the highest level of dignity and respect.

The responsibilities of all the members of the St. Albert Community Band are as follows:

1. Members of the St. Albert Community Band are expected to conduct themselves at all times in a courteous and respectful manner.
2. Members are expected to abide by any municipal by-laws or government laws in any public facilities that the St. Albert Community Band is using. This includes, but is not limited to, rehearsal venues and concert venues.
3. Members are expected to become familiar with and follow the By-laws and Policies of the St. Albert Community Band.
4. Members are expected to put all electronic devices (phones, iPads, tablets, etc.) on silence or vibrate during rehearsals. These devices are not to be placed on the music stand. Members are only to follow up with incoming calls or text messages during rehearsals in the case of an emergency or work related matters (on call).
5. Members should refrain from unnecessary noise (talking, instrument key "clicking", electronic devices, etc.) during rehearsals. The only focus should be on the music.
6. Members are expected to arrive at rehearsals on time and ready to rehearse on the conductor's downbeat. This includes members having all his/her music and equipment, including a pencil, at the onset of the rehearsal.
7. To attend as many scheduled rehearsals, concerts and Society meetings as possible. A member is expected to attend the final three rehearsals prior to any major concert. If a member is unable to attend any of the final three rehearsals prior to any major concert, it will be at the Conductor(s) discretion if the member will be allowed to perform.
8. Members are expected to volunteer and perform any extra duties as required for the smooth operation of rehearsals, performances and activities. This may include things such as setting up and putting away equipment, volunteering for a planning or organizing committee or helping transport equipment or instruments to and from any concert.
9. Members are expected to promote, when appropriate, the St. Albert Community Band, its activities and philosophy in the community.
10. If any member feels that another member has breached the terms of this policy, it is expected that they first attempt to resolve the situation between themselves.
11. If any member is alleged to have breached the terms of this policy, they shall be subject to the Resolution Committee and its investigation, as set out in Article 4.5 of the By-laws.

12. If the Resolution Committee finds there has been a breach of the terms of this policy, the Resolution Committee will be responsible for attempting to resolve the problem or dispute through the Resolution Process which may include the following decisions or actions:
  - a. Verbal discussion with the member(s)
  - b. Written communication indicating the offensive conduct
  - c. Request for an apology, verbal or written, by the member found to have breached this policy
  - d. Suspension from the St. Albert Community Band activities or concerts
  - e. Removal from a portion of or remainder of the St. Albert Community Band season.
  
13. Any member who has been subject to a Resolution Process shall have a right to appeal the decision made by the Resolution Committee to the Appeals Committee.