

CODE OF CONDUCT

The Charlotte Alumni Marching Band Association

Just as musicianship should remain unwavering, the behavior of an association member should never be called into question regarding its appropriateness. Since its inception, The CAMBA has been defined by tradition, positive attitudes, and a strong sense of camaraderie. The organization's policies and guidelines are crafted to foster an exceptional experience and instill a deep sense of pride.

We lived out P.R.I.D.E in our day-to-day lives as PNNMB members, and these are ideals that we value moving forward with CAMBA.

- **Passion** – be passionate in all things you do
- **Respect** – be respectful not only of yourself but others
- **Inspire** – seek to inspire others through your actions
- **Diversity** – embrace and seek ways to engage that which you may not personally relate
- **Everyday** – embody these ideals everyday

Members and participants must adhere to the following:

Non-Harassment and No Hazing Policy: We are committed to creating an inclusive and respectful environment where all members, regardless of their background, race, ethnicity, gender identity, sexual orientation, religion, or ability, are valued and treated with respect. Harassment of any kind will not be tolerated. Hazing of any kind is also prohibited. The CAMBA defines hazing as any action taken or situation created which is intentionally designed to produce mental or physical discomfort, embarrassment, harassment, or ridicule.

Safety: We are committed to providing a safe and secure environment for all members. This includes adhering to health and safety guidelines of both the venue and organization, respecting other members personal boundaries, and promptly reporting any concerns related to member safety or well-being to the Board of Directors.

Professionalism: Members are expected to conduct themselves in a professional manner at all times, both during official association events and in all interactions related to the association. While representing CAMBA directly or indirectly including through social media, members must not engage in illegal, discriminatory, or otherwise unprofessional activities or conduct themselves in a way that would reflect poorly on the organization.

Guest Participation: Non-member family and friends may be permitted to participate in certain events (at the discretion of the CAMBA Board and PNNMB staff), provided they adhere to the policies outlined in this Code. Members will be held responsible for the actions of their guests during these events.

Self-Accountability: Members of CAMBA are responsible for their own decisions in regard to actions, personal property, and social relations. In the event of interpersonal conflicts, members

are encouraged to resolve issues peacefully and constructively with each other. If issues persist, these may be brought to the attention of the Board and/or officers to assist in resolving.

Non-profit laws: As a non-profit social club, all members of the CAMBA organization must adhere to state and federal laws regarding such organizations. This includes, but is not limited to, honesty regarding the source and usage of funds, not using positions for personal or monetary gain, and ensuring no conflicts of interest exist such as the member's employer.

Confidentiality: Members may have access to sensitive information about the association, its members, or its activities. It is essential to maintain confidentiality and respect the privacy of others, refraining from sharing confidential information without proper authorization.

Disciplinary Actions: The Association may have to take disciplinary action against members and volunteers who repeatedly or intentionally fail to follow the Code of Conduct. Disciplinary actions will vary depending on the violation and will be at the discretion of the Board. Possible disciplinary actions may include written or verbal warnings, suspension or expulsion from the association, or in some cases legal action. If a member of the association believes another member has violated the code of conduct, it should be reported promptly to the Board of Directors.

The Association may take legal action in cases of corruption, theft, embezzlement or any other unlawful behavior. If the behavior or alleged behavior suggests that the member may pose a safeguarding risk to children, young people or adults either in the band or in the wider community, safeguarding procedures will be followed as soon as the allegation or concern comes to light and statutory authorities will be informed, as appropriate.

By adhering to this code of conduct, members of our Association will contribute to a positive and supportive community that upholds our shared values and goals.

Please sign and date to acknowledge the code of conduct:

I have reviewed The Charlotte Alumni Marching Band Association (CAMBA) Code of Conduct. I hereby agree to the policies and rules that have been stated in this document and will contact the Board of Directors if there are questions or concerns with the CAMBA Code of Conduct.

Name(print) _____

Signature _____ Date _____