
HAZING AND ANTI-BULLYING POLICY

As an organization dedicated to the advancement of marching music production and the enrichment of individuals through education, competition, and entertainment, Gold Youth Arts holds a position of trust and leadership within the marching arts community. In alignment with our mission, members, staff, and volunteers of Gold are entrusted with upholding conduct that supports the educational, performance, and operational aspects of our organization, while also safeguarding its reputation.

It is the responsibility of Gold's members, staff, and volunteers to refrain from engaging in conduct that disrupts or interferes with the educational, performing, or working functions of the organization. Additionally, any behavior that brings negative attention or harm to the reputation of Gold is not acceptable.

Respect for others is paramount within Gold Youth Arts' organization. Therefore, the following actions by any member, staff member, or volunteer are strictly prohibited:

- **Abuse:** This includes verbal comments that belittle or slander others.
- **Harassment:** Harassment encompasses unwelcome verbal, non-verbal, or physical behavior that is severe and pervasive, leading to embarrassment, hostility, or ridicule towards another member, staff, or volunteer of Gold Youth Arts. Examples of prohibited harassment include jokes or pranks that are overtly hostile or demeaning, creating an environment that is intimidating, hostile, abusive, or offensive in learning, working, or performance settings.
- **Bullying/Hazing:** This involves the use of physical or verbal aggression with the intent to harm another person. It includes acts that intimidate, embarrass, or ridicule others. Such behaviors and activities encompass:
 - Verbal abuse, such as derogatory remarks, insults, and epithets.
 - Slandering, ridiculing, or maligning a person or their family.
 - Verbal or physical conduct that is threatening, intimidating, or humiliating.
 - Sabotaging or undermining an individual or group's marching ensemble performance or experience.
 - Unwelcome physical contact, such as pushing, shoving, kicking, poking, tripping, assault, or threats of such conduct, or causing damage to a person's work area or property.

- Inappropriate electronic communication, including the use of social media, email or text messaging in a threatening, intimidating, or humiliating manner.

Bullying and hazing can take the form of a single severe incident or a repeated pattern of behavior. Regardless of the form it takes, such actions are unwelcome and pose risks to the health and safety of Gold's members, staff, and volunteers. However, minor incidents or annoyances, unless severe and pervasive, typically do not constitute a violation.

- **Disruptive and Disorderly Conduct:** Intentionally or recklessly infringing upon the rights, privacy, or privileges of others within Gold, including members, staff, or volunteers, is prohibited. Conduct that disrupts the peace, such as excessive noise, drunkenness, or public disturbances, during events, practices, or training sessions, is not tolerated.
- **Harm, Threats of Harm, and Dangerous Behavior:**
 - Conduct that threatens, endangers, or causes physical, mental, or emotional harm to others.
 - Engaging or threatening to engage in behavior that poses an immediate danger to the life, health, welfare, safety, or property of any member, staff, or volunteer.
 - Actions that harm or interfere with the normal operations of Gold.
- **Sexual Harassment and Sexual Misconduct:**
Refer to the Sexual Misconduct Policy.
- **Property Damage:** Destruction, damage, littering, or vandalism of any property, including facilities rented or used by Gold for the benefit of participants. This also includes the unauthorized use of phone lines, networks, or other properties for illegal or immoral activities.
- **Disrespect for Others' Property: Attempted** or actual theft, embezzlement, misappropriation, possession, or vandalism of any property.
- **Unauthorized Entry or Use:** Unauthorized access, entry, presence, or use of facilities or grounds without explicit permission from an authorized official.
- **Violation of Law:** Any breach of federal, state, or local laws is considered a violation of Gold's standards of conduct.

Violations of this policy may be reported to the Executive Director or Board of Directors.

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