



CODE OF CONDUCT

CONDUCT -

- TYWO is committed to providing an environment that is safe and embracing to all. It is a community in which all members of the community are welcome, recognized and respected.
- Musicians shall be considerate of, and treat their fellow musicians, conductors, TYWO staff, volunteers and guests with respect at all times - in their speech and behaviour to each other and their property.
- Musicians shall extend similar courtesy in their behaviour at all TYWO events; to include the personnel at the venues in which TYWO is hosted, as well as the facilities themselves.
- Disrespectful behaviour of any kind will not be tolerated and may result in dismissal from the program.
- Discrimination in any form is not tolerated.

TYWO invites concerns to be brought, in confidence, to the attention of the Executive Director, either in person, or by email at backstage@tywo.ca. An issue that cannot be readily resolved will be directed to the appropriate member of the TYWO Board of Directors or the Board Chair for attention.

Whether in rehearsal, at concerts, TYWO events or on tour, members shall recognize that they represent TYWO, shall uphold the policies of the organization, and conduct themselves accordingly.

HARASSMENT

TYWO does not tolerate any form of harassment among its members. Whether in speech or by actions, actual or perceived, unwelcome behaviour has no place in the TYWO organization.

It is the policy of TYWO that The Toronto Youth Wind Orchestra is committed to creating and maintaining an environment in which all members of the TYWO organization are free from harassment including sexual harassment, and harassment of any kind will not be tolerated.

TYWO invites concerns to be brought, in confidence, to the attention of the Executive Director, either in person, or by email at backstage@tywo.ca. Each incident will be reviewed and action taken as deemed appropriate.

A full Harassment Policy is in effect and available for review upon request.

INCLUSIVENESS

The TYWO Board of Directors is steadfast in upholding its responsibilities in the area of Inclusion, Diversity, Equity and Accessibility. We encourage open discussion regarding any areas of concern, which can be communicated in confidence to the Chair of the Board at chair@tywo.ca

TYWO seeks to practise inclusiveness by the removal of barriers which might determine any manner of preferential or discriminatory treatment. For example, a bursary for up to 100% of the membership fee is available for any member requiring financial assistance.

TYWO IS A SUBSTANCE-FREE ZONE! TYWO maintains a policy of zero tolerance with respect to the use of drugs, tobacco/vaping or alcohol and these substances are strictly prohibited on the premises of any of our rehearsal, performance or event venues. Musicians discovered using any of these substances on rehearsal, performance or TYWO event property will be immediately dismissed from the program.

It is understood that in becoming a member of the Toronto Youth Wind Orchestra, you agree to comply with its policies insofar as maintaining an environment of mutual respect and encouragement and fostering an ongoing positive spirit within the organization.