



MEMBER CODE OF CONDUCT

Adopted: March 2024

Updated: September 2026

A. Purpose

The purpose of this policy is to provide clear expectations for respectful conduct among TRCS members. This policy relates to the behaviour of all TRCS members who are engaged in activities affiliated with the TRCS. It seeks to ensure the safety and well-being of all TRCS members. The fundamental goals are to:

1. Create a supportive environment for learning, rehearsing, and performing together;
2. Protect the safety and dignity of each individual and of the organization as a whole;
3. Respond in a timely manner to incidents contravening this code.

B. Scope

This policy applies to all TRCS membership conduct that occurs:

1. During weekly rehearsals
2. At public performances and concerts, regardless of venue
3. At TRCS social events (e.g., potlucks, dinners), regardless of venue
4. When using electronic communications such as email under the TRCS name
5. When using social media platforms such as Facebook and invoking or referring to the TRCS organization, members, or performances.

C. Policy

1. TRCS members have a right to participate in an environment that is respectful, safe, secure, and conducive to learning and enjoyment.
2. Members are expected to be punctual in attending rehearsals and concerts.
3. Members are expected to conduct themselves in a manner that is respectful, safe, fair, and considerate of others.
4. Acts of bullying, intimidation, or harassment will not be tolerated, whether in person or via electronic means.
5. Members must not make derogatory remarks or jokes that are personal, sexual, sexist, racist, discriminatory, intimidating, or otherwise offensive in nature.

6. Members will be personally responsible and aware of how alcohol consumption at TRCS events and celebrations might impact their behaviour, and conduct themselves accordingly.

D. Remediation

1. Any instances of disrespectful behaviour, as outlined above, should be brought to the attention of a Board member or section leader.
2. The response to complaints will consist of the following steps:
 - a. The section leader or Board member who received the complaint will discuss the problem with the person responsible for the behaviour and will try to resolve the situation.
 - b. If the behaviour does not change, the person in question will be issued a verbal warning by the section leader or Board member. The section leader or Board member will at that point inform the Board via email that a warning has been issued in response to a violation of the code of conduct.
 - c. If the behaviour persists, a second warning will be issued from the TRCS Board of Directors, in writing.
 - d. If these responses do not result in behaviour change, the member will be given written notice by the TRCS Board President that their membership is permanently revoked.
 - e. Only when the response outlined in IX.D.2.d is required will the TRCS minutes note that membership has been permanently revoked for the person in question, without noting further details.
 - f. If the behaviour in question is serious enough in nature, the TRCC Board reserves the right to omit steps a. through e. above and terminate the person's membership effective immediately.