



Singer Comportment Policy

Adopted May 29, 2012

The San Francisco Choral Society's Board of Directors has adopted the following statement of policy regarding behavior standards and performance dress code for acceptance and continued participation in the Chorus.

Singing in the San Francisco Choral Society comes with certain privileges as well as important responsibilities. In order for the San Francisco Choral Society to provide effective training for the singers and to present performances of the highest quality, each singer must commit to contribute his or her best efforts toward creating a positive environment in all Chorus activities.

The San Francisco Choral Society expects that each singer will make a positive contribution to all rehearsals, performances, and other Chorus-sponsored events. In general, we ask that each singer act in such a way that he or she is not detracting from either the leader's ability to teach/conduct or the other singers' ability to learn/perform.

Compliance with these standards is as important as a singer's musical ability. Any singer whose behavior, work ethic, or performance fails to meet the standards of the Chorus may be reviewed at any time to maintain and protect the integrity of the ensemble.

Failure to live up to these standards may lead to corrective action by the Chorus staff or section leaders, including the singer's not being allowed to participate or sing in the Chorus.

In typical circumstances, the process used in the event of a specific singer's behavioral problem is the following:

1. If a singer engages in inappropriate behavior* and the severity of the behavior is not such that immediate removal of the singer is appropriate, a staff member or section leader will privately provide an oral reminder regarding appropriate behavior.
2. If the singer persists in inappropriate behavior and the severity of the behavior is not such that immediate removal of the singer is appropriate, a staff member or section leader may provide a second reminder regarding appropriate behavior. Any second reminder will be documented in writing to the singer.
3. If the singer continues in inappropriate behavior, the singer may not be allowed to participate or sing in the Chorus.

4. If the inappropriate behavior is crudely sexual, violates any laws, involves physical violence, or is otherwise egregious in the sole discretion of the Chorus, the singer will not be allowed to participate or sing in the Chorus effective immediately.
5. A singer's removal from the Chorus requires the agreement of both the Executive Director and Artistic Director. In the event that the ED and AD do not agree, the Board President will cast the deciding vote.
6. In any event, if a singer is out of compliance with performance dress code, or if a singer engages in inappropriate behavior deemed egregious in the sole discretion of the Chorus, no warning may be given and the singer may be prohibited from performing at that day's performance. Such action requires the agreement of any two of the following: (i) one section leader, preferably from the singer's section, (ii) the Artistic Director, (iii) the Executive Director, (iv) one board member. The removal decision shall be final. Each of the singer's section leader(s), AD, and ED are to be informed of the decision prior to the communication of the decision to the singer.
7. All actions under this Comportment Policy shall be documented in an email to the Executive Director, the Artistic Director, and Board President.
8. The Board of Directors shall be informed as soon as possible of any action to remove a singer from the Chorus or to prohibit a singer from performing.

** "Inappropriate Behavior" means being excessively disruptive at rehearsals or performances, repeatedly being late to rehearsals or leaving rehearsals early, non-compliance with performance dress codes, non-compliance with the "no-scents or odors" requirement, inadequate preparation or learning of music, refusing direction of musical staff or section leaders, or non-compliance with attendance requirements.*