



CODE of CONDUCT

This Code of Conduct applies to everyone involved with the Southern California Percussion Alliance (SCPA), including all participants, minor participants, groups, instructional staff, SCPA personnel, volunteers, and contractors. Everyone must follow this Code of Conduct to remain in good standing with the Southern California Percussion Alliance. The policies in this Code of Conduct are designed to ensure safe environments and positive experiences during all SCPA activities.

This Code of Conduct explains what behavior is appropriate or inappropriate. While it cannot cover every possible situation, everyone must follow the letter and spirit of these guidelines to remain in good standing with SCPA.

Definitions of Parties

- **Participant:** A person over 18 performing with a group
- **Minor Participant:** A person under 18 performing with a group
- **Group:** The entire organization or an individual participating group
- **Staff:** A person engaged by a group or SCPA in an instructional or administrative role
- **Volunteer:** A person who freely gives their time to SCPA and provides support in any capacity
- **Contractor:** A person who provides occasional services for a fee
- **Affiliate:** A person associated with a group, including parents, spectators, or family members

The Southern California Percussion Alliance will not tolerate conduct that violates its policies. Even if an action was not intended to violate this Code of Conduct, SCPA prioritizes the actual impact of the action over the person's intentions to prevent negative experiences.

In addition to upholding this Code of Conduct, SCPA can review and may take interim action against anyone involved in or accused of unlawful activities related to their participation in SCPA or the marching arts.

All parties should consider themselves ambassadors of SCPA. They are expected to uphold these policies, remind others of them when necessary, and report alleged violations.

Alcohol & Drug Policy

SCPA parties have the right to participate in an environment free of alcohol, drugs, and other substances. Prohibited substances include narcotics, marijuana, products containing THC, inhalants, and prescription medications used outside of valid medical necessity. Violations include, but are not limited to:

- Distributing alcohol and prohibited substances to any participant.
- Consuming or being under the influence of alcohol or a prohibited substance while under a participating group's supervision (or while providing services to SCPA) in connection with any event or activity, including rehearsals.
- Possessing or distributing alcohol or a prohibited substance on school grounds or arena facilities where such activities are prohibited.

SCPA may grant exceptions to this policy on a case-by-case basis for sanctioned events where alcohol is permitted. At such events, local regulations must be followed. Prohibited substances remain forbidden at all times.

Anti-Retaliation, Whistleblower, and False Reporting Policy

SCPA will not tolerate retaliation against any party who makes or threatens to make a good-faith report of misconduct. Retaliatory actions include threatening, intimidating, harassing, coercing, or any action that could dissuade someone from reporting misconduct. Retaliation does not include lawful actions pursued in response to a reported violation.

Any participant knowingly making a false allegation will be subject to disciplinary action. A false allegation differs from an unsubstantiated allegation, which means there is insufficient evidence to determine whether an allegation is true or false. An unsubstantiated allegation alone is not grounds for a Code violation.

Bullying Policy

Bullying refers to severe behavior directed at a participant that is aggressive and likely to hurt, control, or diminish the participant emotionally or physically. Bullying often involves a real or perceived power imbalance and includes repeated physical, verbal, or social abuse. **Physical abuse** may refer to hitting, pushing, beating, biting, or other offensive contact. **Verbal abuse** may refer to ridiculing, taunting, name-calling, intimidating, or threatening to cause harm. **Social abuse** may refer to using rumors or false statements to diminish someone's reputation or socially excluding someone and asking others to do the same. Bullying may occur in person or virtually through any medium.

Bullying does not include occasional instances of rude or mean-spirited language, conduct arising from a conflict or struggle between persons with incompatible views or positions, or professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved participant performance.

Confidential Reporting

Reports can be made confidentially to SCPA at scpa.live/ethics or by emailing ethics@scpa.live. Confidentiality means SCPA will know the reporter's identity but will not share it unless consent is provided or if SCPA is legally required to do so. Anonymous reports are accepted, but withheld or inaccurate information may limit SCPA's ability to investigate.

Fraternization Policy

Sexual or romantic relationships between an instructor/volunteer and an adult participant—even when consensual and regardless of whether the performer is subject to the supervision or evaluation of the instructor—are inconsistent with the proper role of staff or volunteers. These relationships can not only harm the educational environment for the adult participant involved but also undermine the educational environment for other performers.

SCPA prohibits inappropriate relationships and/or fraternization that extend beyond professional boundaries, including romantic or intimate relationships, excessive socializing, and favoritism. Examples include, but are not limited to:

- Sexual or romantic relationships between staff/volunteers and minor participants are prohibited.
- Sexual or romantic relationships between staff/volunteers and adult participants within the same group are prohibited, regardless of the age of the adult participant.
- Fraternization between participants and minor participants is strongly discouraged.
- Any relationship that puts any party at risk of harm is prohibited.

When a preexisting sexual or romantic relationship between a staff member/volunteer and an adult participant exists, or if a relationship not previously prohibited becomes prohibited due to a change in circumstances, both parties must notify their group's administration. The participating organization will determine and implement alternative or evaluative arrangements at its discretion and under its control. This obligation to notify applies to both past and current relationships. Failure to disclose such a relationship in a timely manner constitutes a policy violation. Participating organizations must recognize that sexual or romantic relationships are often private in nature and should handle such information sensitively and confidentially, balancing privacy with adherence to policy requirements.

General Conduct Policy

The experience of each party and the reputation of SCPA depends on the conduct of all parties involved. Good manners, basic decency, and common sense are generally all that are required to ensure appropriate conduct and behavior. Engaging in conduct or using language that could be perceived as rude, inappropriate, abusive, disorderly, derogatory, immoral, or threatening will not be tolerated. Violations of this policy include, but are not limited to:

- Applying undue and unfair pressure to another party, especially if one party has authority over another
- Verbally abusing any SCPA staff
- Inappropriate conduct on the contest floor, rehearsal sites, or event venues
- Disruptive or rude behavior anywhere, anytime during an SCPA activity
- Affiliates engaging in inappropriate conduct directed at any party on the contest floor, rehearsal sites, or event venues

Harassment Policy

Harassment refers to severe or repeated conduct that causes fear, humiliation, or annoyance and reflects discriminatory bias to establish dominance, superiority, or power over an individual or group based on age, race, ethnicity, gender, orientation, culture, religion, national origin, or mental or physical disability. Harassment also refers to conduct that creates a hostile environment. A hostile environment exists when the conduct is severe or pervasive enough to interfere with, limit, or deprive any individual of the opportunity to participate in any program or activity. Harassment may occur in person or virtually through any medium.

Harassment does not include occasional instances of rude or mean-spirited language, conduct arising from a conflict or struggle between persons with incompatible views or positions, or professionally accepted coaching methods of skill enhancement, physical conditioning, team building, appropriate discipline, or improved participant performance.

Hazing Policy

Hazing refers to any conduct that subjects another person to anything that may endanger, abuse, humiliate, degrade, or intimidate them as a condition of joining or being socially accepted by a group, team, or organization. Consent by the person subjected to hazing is not a defense, regardless of their perceived willingness to cooperate or participate.

Hostile Rehearsal Environment Policy

A rehearsal environment should foster creativity, safety, and education and is defined as periods when the group is practicing under the direct supervision of an authority figure or coordinator. It is a violation of this Code for any party to engage in severe or pervasive conduct that hampers a party's ability to participate meaningfully in the rehearsal environment. Rehearsal environments should remain educational both in the planning and commentary provided to any party. When rehearsal techniques and feedback are no longer educational, a hostile rehearsal environment could be created. Conduct prohibited by this Code, such as harassment, hazing, and bullying, is also prohibited in the rehearsal environment. Additionally, violations of this policy include:

- Creating a rehearsal environment intended to make any party excessively afraid, nervous, or anxious regardless of intention. This does not include professionally accepted coaching methods.
- Withholding educational information to achieve skills safely
- Attacking the personal character of participants rather than aspects of their performance
- Rehearsing for extended timeframes while withholding, recommending against, or denying adequate hydration, nutrition, medical attention, or sleep

Sexual Misconduct

Sexual misconduct of any kind will not be tolerated. Offenses include sexual or gender-related harassment, nonconsensual sexual contact, exposing a minor to sexual content/imagery, and sexual exploitation.

- **Sexual or Gender-related Harassment:** Unwelcome sexual advances, requests for sexual favors, unwanted and continued sexual flirtations, and propositions. It also includes sexually degrading words and other conduct of a sexual nature.
- **Nonconsensual Sexual Contact:** Engaging in sexual contact without consent
- **Exposing a Minor to Sexual Content/Imagery:** Intentionally exposing a minor to sexually explicit imagery
- **Sexual Exploitation:** Taking non-consensual or abusive sexual advantage of another for one's own advantage

Reporting Instances of Sexual Misconduct

If any party receives information suggesting sexual misconduct has occurred, they must report it to WGI & SCPA immediately. Groups and Circuit Partners should report allegations of sexual misconduct to law enforcement. They must maintain effective policies and procedures for the protection and safety of all parties, including the ability to report suspected sexual misconduct without retaliation.

If any party learns of or suspects child abuse, including sexual misconduct, they must immediately report it to law enforcement, WGI, SCPA, and comply with other applicable reporting requirements. Reporting to WGI/SCPA alone is not sufficient.

Social Networking Policy

SCPA values the freedom of expression on social networking sites and does not wish to discourage self-publishing or self-expression. However, we expect all parties involved in any capacity with SCPA to follow applicable guidelines and policies. It is important to understand that any posts made on social media are personal and do not represent SCPA. Our policy prohibits using social media to post or display comments that are vulgar, obscene, threatening, intimidating, harassing, or hostile on account of any protected characteristic under applicable law on platforms controlled by SCPA.

Weapons Policy

To ensure a safe environment for everyone, SCPA strictly prohibits the wearing, carrying, storing, or possessing firearms or other dangerous weapons at any of our events or event venues. Anyone found violating this policy will be immediately removed and barred from future SCPA events. Additionally, if the violator is a participant, staff member, or volunteer affiliated with a participating group, that group will be disqualified and asked to leave the venue.

Participating Ensembles Acknowledgement

The signer of the Participating Ensemble Master Agreement (PEMA) affirms that they 1) have reviewed this Code of Conduct, 2) understand the expectations set forth by the policy, 3) have distributed this Code of Conduct to all ensemble leaders, staff, participants, and minor participants, and 4) will ensure that all leaders and staff adhere to these policies.

SCPA Personnel Acknowledgement

I have reviewed this Code of Conduct and understand the expectations set forth by the policy.

Name

Signature

Date of Signature