

CODE OF CONDUCT

All Participants, Independent Contractor and Volunteers of AMP Winter Guard & Percussion Corp (AMP) must accept and act in accordance with the policies and procedures outlined within this Code of Conduct.

Definitions:

Participant: A person who accepts the performer role, agreed to the contractual and financial obligation of the winter guard season.

Independent Contractor: A person who provides seasonal services in exchange for a fee. Independent contractors are offered assignments for work. These assignments can be refused.

Volunteer: A person who gives of their time freely to AMP and who offers their time freely for various events. These assignments can be refused.

By the acceptance, Participant, Independent Contractor and Volunteer agree to abide by this Code of Conduct. A failure to adhere to these standards may subject the Participant, Independent Contractor or Volunteer to suspension or revocation of any and all remaining assignments. AMP also reserves the right to remove said Participant, Independent Contractor or Volunteer from future work with AMP.

AMP will not tolerate conduct that impacts negatively on the organization. Participant, Independent Contractor or Volunteer must consider themselves as an ambassador of AMP. You are not only expected to uphold all policies yourself, but to help remind others of them when necessary.

Further, AMP reserves the right to discipline, discharge, or suspend a Participant, Independent Contractor or Volunteer who engages in, or is alleged to have engaged in unlawful activity to the extent of applicable law.

ALCOHOL

The Participant, Independent Contractor or Volunteer agrees to not consume alcohol while “at work” with AMP. “At work” includes the time period between the beginning of the day and until his/her responsibilities are completed for the day. Violators may receive disciplinary actions, including dismissal or suspension.

It is unlawful to bring alcohol onto any school grounds and most arena facilities. Violation of these laws could result in immediate dismissal or suspension.

Any Participant, Independent Contractor or Volunteer driving an AMP vehicle or transporting AMP personnel/members in vehicles must refrain from consuming any alcohol beverages before or during operation of vehicles.

DRUGS

The Participant, Independent Contractor or Volunteer agrees not to pursue, continue, or engage in the use of, or be under the influence of, illegal or recreational drugs, or prescription medications or substances which may affect his/her ability to function or cause one to be impaired while “at work” with AMP. “At work” includes the time period between the beginning of the day and until his/her responsibilities are completed for the day. Violators may receive disciplinary actions, including dismissal and referral to law enforcement for violations of the law.

SEXUAL MISCONDUCT

AMP strictly prohibits all conduct which could pose a threat to the safety of participants, independent contractors, and volunteers. This policy sets forth AMP’s expectation that all individuals associated with AMP-sanctioned events shall report the following kinds of misconduct without exception:

- Any misconduct of a sexual nature or potentially classifiable as a sex offense under applicable law, including without limitation so-called “victimless” activities such as prostitution, pornography, and indecent exposure.
- Any misconduct in which actual or suggested sexual relations is an element.
- Any harassing conduct pertaining to, in whole or in part, an individual’s sex, gender, sexual orientation, or gender expression.
- Any conduct involving harm to a minor or between a contractor/volunteer and participant.

Anyone found to have participated in misconduct that threatens the safety of a participant, independent contractor, or volunteer will be disciplined as AMP finds appropriate, up to and including a permanent ban from association with AMP in any capacity, and referral to law enforcement, if appropriate.

HARRASSMENT

Behavior that may be considered inappropriate or may be deemed as harassment is not allowed. Harassment refers to a wide spectrum of offensive behavior. When the term is used in a legal sense, it refers to behaviors that can be found to be threatening or disturbing, and beyond those that are sanctioned by society. Conduct that creates a hostile environment is prohibited. Such conduct may include:

- Any harassing conduct pertaining to, in whole or in part, an individual’s sex, gender, sexual orientation or gender expression.
- Repeated unwanted sexual flirtations, advances, or propositions
- Verbal abuse of a sexual nature
- Verbal comments about an individual’s body
- Sexually degrading words used to describe an individual
- Unwanted physical contact
- Cyber-bullying or social media abuse
- Any other behavior that is not socially acceptable in a professional environment

Any Participant, Independent Contractor or Volunteer who is found after an appropriate investigation to have harassed another Participant, Independent Contractor or Volunteer of AMP will be subject to appropriate disciplinary actions, including dismissal or suspension and referral to law enforcement if appropriate.

ANTI-RETALIATION AND WHISTLEBLOWER POLICY

In an effort to protect all interested parties and address our commitment to integrity and ethical behavior, AMP will not tolerate any retaliation against anyone who makes a good faith report, or threatens to make a good faith report, regarding AMP, another organization, or an individual, whose suspected violation of the law or other violation endangers the health or safety of a participant, Contractor, Volunteer, or the general public.

GENERAL CONDUCT

Our reputation depends on the conduct of all Participants, Independent Contractors or Volunteers. All those engaged by AMP must play a part in maintaining that reputation to the highest ethical standards. Good manners, courtesy, and common sense are generally all that is required in order to ensure appropriate conduct and behavior. Conduct or language that could be perceived by a reasonable person as being rude, inappropriate, abusive, disorderly, derogatory, immoral, or threatening will not be tolerated.

SOCIAL NETWORKING

AMP respects the right of Participants, Independent Contractors or Volunteers to use social networking sites on their own time and does not wish to discourage from self-publishing or self-expression. Nevertheless, we expect those engaged by AMP to follow applicable guidelines and policies.

Blogging or other forms of social media or technology include but are not limited to video or wiki postings, sites such as Facebook, You Tube and Twitter, chat rooms, personal blogs or other similar forms of online journals, diaries or personal newsletters not affiliated with AMP.

Our policies prohibit the use of social media to post or display comments that are vulgar, obscene, threatening, intimidating, harassing, or hostile on account of race, color, religion, national origin, age, sex, sexual orientation, veteran status, marital status, physical or mental disability, or any other basis or characteristic protected by applicable law.

When posting to any web site, assume that many people, including coworkers, fans, supporters, performers, parents, school administrators, customers and potential customers, and the media are reading your comments. All parties should be aware of your association with AMP in online media streams. Use common sense, professional judgment, and caution.

Bloggers and commentators are personally responsible for their commentary on blogs and social networking sites. Bloggers and commentators can be held personally liable for commentary that is considered defamatory, obscene, proprietary, or libelous.

It is important to remember that anything posted on the Internet is permanent. Although it can be “taken down”, it may well exist somewhere for years to come and often reach large numbers of people quickly. If misinterpreted or open to misinterpretation, such postings can do incalculable damage to the reputation of individuals, organizations, and AMP.

AMP will use these guidelines to determine whether a Participant, Independent Contractor or Volunteer has been appropriate in their public online behavior with respect to their AMP-related responsibilities. Those Participants, Independent Contractors or Volunteers associated with AMP must represent appropriate conduct for a competitive, scholastic-based activity. Violation of these guidelines can lead to disciplinary action including suspension and/or termination.

DISCIPLINARY ACTION

Participants, Independent Contractors or Volunteers who are found to be in violation of this Code of Conduct will be subject to further investigation as conducted by the AMP Board of Directors. Based on the circumstances considered, the decision to apply disciplinary action, inclusive of dismissal will be in the sole discretion of the Board of Directors of AMP. The type of action taken depends on the facts and circumstances surrounding each situation. Please note that the corrective action may vary depending on the circumstance. It is important to note that the type of action applied to a Participant, Independent Contractor or Volunteer as well as any prior notice of action is at AMP’s sole discretion.

The policies of this Code of Conduct should provide any and all Participants, Independent Contractors or Volunteers with an understanding of what is considered appropriate or inappropriate behavior. While all possible circumstances are impossible to delineate, those engaged with AMP should not take any chance with the spirit and intent of these guidelines.