

Festival Anti-Discrimination and Anti-Harassment Policy

Policy Statement

GTMF is committed to providing exhilarating musical experiences and a professional environment of integrity where every individual is treated with respect and dignity. GTMF strives to provide a climate that promotes equal opportunity and prohibits discriminatory practices and treatment, including harassment, of Festival Musicians. Harassment of any Festival Musician on the basis of race, religion, creed, color, ancestry, ethnicity, sex (including pregnancy), sexual orientation, gender identity (including transgender status), qualified physical or mental disability, national origin, veteran status, military obligation, marital status, and/or age, will not be condoned and is prohibited by GTMF.

This prohibition applies to the actions, behaviors and/or communications of GTMF employees (management, supervisors, staff), as well as non-employees, including other Festival Musicians, patrons, guest conductors and artists, Board members, vendors, etc. At GTMF, sexual or other harassment, whether verbal, physical or environmental, is unacceptable and will not be tolerated.

Anti-Discrimination and Anti-Harassment training will be provided by GTMF and is mandatory for all Festival Musicians.

Prohibited Conduct

Prohibited conduct includes conduct, whether verbal, physical or visual, that is based on or relates to an individual's race, religion, creed, color, ancestry, ethnicity, sex (including pregnancy), sexual orientation, gender identity (including transgender status), disability, national origin, military status, and/or age, and 1) has the purpose or effect of creating an intimidating, hostile or offensive creative environment for a reasonable person; 2) has the purpose or effect of unreasonably interfering with an individual's Festival experience or performance; or 3) otherwise unreasonably and adversely affects an individual's creative opportunities with the Festival.

Examples of prohibited conduct include but are not limited to, epithets, slurs, negative stereotyping, written or graphic material, including e-mail, that ridicule, mock, denigrate or show hostility toward an individual, or any threatening or intimidating act, that relate to race, religion, creed, color, ancestry, ethnicity, sex (including pregnancy), sexual orientation, gender identity (including transgender status) disability, national origin, military status, and/or age.

Additional examples of prohibited conduct also include, but are not limited to, any behavior of a sexual nature, whether between or among individuals of the same or opposite sex, and whether or not motivated by romantic or sexual desire, such as: sexual advances and propositions; requests for sexual favors; sexual jokes, comments, suggestions or innuendo; foul or obscene gestures or language; display of foul or obscene printed or visual materials; physical contact such as patting, pinching, groping; and any other verbal, physical or visual conduct of a sexual nature.

Non-Retaliation

GTMF will not retaliate against any individual because the individual honestly and in good faith makes a report under this policy, and/or participates or cooperates in an investigation of such a report. Individuals who feel they have been retaliated against for making a report or participating in an investigation should immediately report the circumstances or incident to the General Manager, or to the Executive Director or the Compliance Hotline as identified by GTMF.

Reporting and Investigation Procedures

GTMF cannot address issues or behaviors that it does not know exist. Individuals who believe they have been subjected to, or have witnessed, any conduct prohibited by this Policy, including sexual or other harassment, should promptly report the situation to the General Manager -- whoever the offender may be. If the individual is not comfortable reporting the situation to the General Manager, the individual should report the situation to the Executive Director. If the individual is not comfortable reporting the situation to either the General Manager or the Executive Director, then the individual should report the situation using the Compliance Hotline as identified by GTMF. If any such report is submitted to a member of the Players Committee, the Players Committee member is required to promptly transfer the report to the General Manager for appropriate review and investigation.

Reports made in accordance with this policy will be investigated impartially, promptly, and thoroughly. Confidentiality will be maintained to the maximum extent possible under the circumstances to effectively investigate and resolve the report.

Consequences

Individuals who violate this policy, or who engage in behavior that is disrespectful or disruptive, even if their behavior does not constitute harassment prohibited by law, are subject to appropriate consequences based on the circumstances, up to and including suspension of privileges, being barred from attending performances, termination of Letter of Agreement, and/or not being invited to return to perform at the Festival. Appropriate consequences will be decided by the GTMF Administration.

Exhibit D to Festival Musician Letter of Agreement

Festival Musician's Code of Conduct Policy

GTMF expects all individuals associated with the Festival, including Festival Musicians, to perform their responsibilities, and interact with GTMF staff, visiting performers, patrons, the public, and one another, with honesty, integrity, professionalism and enthusiasm. Whether engaged in "official" Festival functions (e.g., rehearsals, performances, etc.) on Festival premises, in community engagement activities, or appearing virtually, or interacting in "unofficial," informal public and social settings, Festival Musicians personify GTMF and its mission. Festival Musicians' off-site behaviors may be viewed by the public as an extension of GTMF itself. Therefore, Festival Musicians must uphold GTMF's mission in a professional manner, promote confidence in GTMF and maintain its outstanding reputation. To that end, Festival Musicians must comply with the following:

1. Demonstrate the highest standards of professional conduct, personal integrity, and honesty in all activities, to inspire confidence and trust in GTMF and to uphold its professional reputation.
2. Collaborate with and support other professionals in carrying out GTMF's mission.
3. Hold paramount the safety, health, and welfare of fellow musicians and the public in the performance of Festival-related duties.
4. Conduct activities in compliance with all laws, regulations and GTMF policies, including GTMF's Anti-Discrimination and Anti-Harassment Policy, Festival Musician Prohibited Substance Abuse Policy and this Code of Conduct Policy.
5. Festival Musicians are personally responsible for what they communicate in social media; any postings are their personal views and do not represent the views of GTMF.
6. Treat with respect and consideration all persons, regardless of race, religion, creed, color, ethnicity, sex (including pregnancy), sexual orientation, gender identity (including transgender status), physical or mental disability, national origin, veteran status, military obligation, or age.
7. Avoid conduct or behavior that could undermine your own professional reputation, or GTMF's reputation.
8. Support and encourage others who report concerns, and do not allow others to punish them (subtly or overtly) for reporting potential violations.

Non-Retaliation

GTMF will not retaliate against any individual because the individual honestly and in good faith makes a report under this Code of Conduct, and/or participates or cooperates in an investigation of such a report. Individuals who feel they have been retaliated against for making a report or participating in an investigation should immediately report the circumstances or incident to the General Manager, or to the Executive Director or the Compliance Hotline as identified by GTMF.

Reporting and Investigation Procedures

GTMF expects Festival Musicians who are aware of possible violations of these expectations to report them so that any improper or unprofessional behavior ceases. Festival Musicians are urged to report any such situation to the General Manager. If the individual is not comfortable reporting the situation to the General Manager, the individual should report the situation to the Executive Director. If the individual is not comfortable reporting the situation to either the General Manager or the Executive Director, then the individual should report the situation using the Compliance Hotline as identified by GTMF. If any such report is submitted to a member of the Players Committee, the Players Committee member is required to promptly transfer the report to the General Manager for appropriate review and investigation.

Reports will be investigated impartially, promptly, and thoroughly. Confidentiality will be maintained to the maximum extent possible under the circumstances to effectively investigate and resolve the report.

Consequences

Violations of this Code of Conduct Policy may result in consequences, including termination of Letter of Agreement, and/or not extending, or withdrawing, an invitation to participate. Appropriate consequences will be decided by the GTMF Administration.

