

BIG RED BANDS CODE OF CONDUCT

Revised 02/05/2018

OBJECTIVE:

- The objective of the Big Red Bands is to foster an inclusive and open environment where all band members feel welcome and comfortable. The primary functions of the Big Red Bands are to promote school spirit, support the activities of Cornell athletics, and provide musical and visual entertainment to the Ithaca community.

BAND MEMBER RESPONSIBILITIES:

As a member representing the Big Red Bands, I...

- Will always uphold the objective of the Big Red Bands.
- Understand that participation in the Big Red Bands and performance at Cornell Athletic events are privileges.
- Understand that any events that are not planned, sponsored, or specifically approved by the Big Red Bands leadership are not functions of the Big Red Band. Leadership is defined by the Head Manager, Drum Major, or Pep Band Manager.
- Understand that Band and section listservs are viewed as official channels of communication for the Big Red Bands. Any content sent over these listservs should be appropriate and adhere to the regulations set in the Code of Conduct.
- Pledge to demonstrate good citizenship, honesty, integrity at Big Red Band events, and to otherwise represent Cornell University in a manner that brings pride to me, the Big Red Bands, and the University.
- Will make a positive and constructive contribution to the Big Red Bands.
- Will refrain from questionable activities that may jeopardize or demean the image of the Big Red Bands.
- Will respect the authority of student leaders and comply with established organization policies and expectations.
- Will not participate, in fact and/or in spirit, in hazing, as defined in the Cornell University Code of Conduct.
- Will comply with all applicable University policies, including, but not limited to: the Cornell University Campus Code of Conduct; Cornell University Policy 6.4: Prohibited Bias, Discrimination, Harassment, and Sexual and Related Misconduct; the Department of Athletics' Policies; organization rules and governing documents; and with local, state and federal law.
- Will pay for any damages I cause to the Big Red Bands.

HAZING:

- HAZING IS PROHIBITED by the Campus Code of Conduct and New York State Law and will be adjudicated accordingly - No band member, student leader, administrator, or alumnus shall conduct nor condone hazing activities.
- According to the Cornell University Campus Code of Conduct (Article II.A.1.f) is as follows: "To haze another person, regardless of the person's consent to participate. Hazing means an act that, as an explicit or implicit condition for initiation to, admission into, affiliation with, or continued membership in a group or organization, (1) could be seen by a reasonable person as endangering the physical health of an individual or as causing mental distress to an individual through, for example, humiliating, intimidating, or demeaning treatment, (2) destroys or removes public or private property, (3) involves the consumption of alcohol or drugs, or the consumption of other substances to excess, or (4) violates any University policy."

- For additional information, please reference the University's hazing website located at <https://hazing.cornell.edu/>

POLICY ON ALCOHOL AND OTHER DRUGS:

The Big Red Bands is concerned about the health and general well-being of our members. In keeping with state and federal law, illicit drugs and the use of alcohol if less than 21 years of age are prohibited. Even though legal age in New York State for using alcohol is 21, there are circumstances and situations as set out below where alcohol use is prohibited by students over age 21.

Other important points to remember include:

- Illegal possession, use, manufacture, sale, or distribution of alcohol or other drugs (including underage drinking; providing alcohol to anyone under the age of 21 years; possessing, using or creating false identification; and driving while ability impaired or while intoxicated) are prohibited. Such actions violate the Campus Code of Conduct, the Cornell University Alcohol Policy, and Athletics Department policy.
- Alcohol use as part of an initiation to our organization is considered hazing and subject to serious disciplinary action.
- Alcohol and tobacco are prohibited at rehearsals, in the Fischell Band Center, at Cornell Athletic events, at official band events as deemed by the manager, on or during travel by any means, on away trips, or while the band member is in uniform.
- The Big Red Bands strongly encourages alcohol-free gatherings whenever and wherever band members are present.
- Band members must comply with the laws of the State of New York and the City of Ithaca and the policies of Cornell University at all times.
- Violations of this policy should be reported to the Athletics advisor.
- Any violation of these laws or policies of the Department of Athletics and Physical Education outlined above may result in organization, department, university disciplinary action or criminal charges.

SANCTIONS FOR BAND MEMBER MISCONDUCT:

Band members who are found responsible for behavior that violates any of these policies may be subject to disciplinary action by student leadership (Head Manager, Drum Major, or Pep Band Manager) or administration. Each case will be decided individually based on the violation that has occurred.

Examples of band member sanctions include, but are not limited to the following:

- Verbal reprimand
- Verbal or written warning
- Suspension from official Big Red Band events
- Removal from the Big Red Bands

SEEKING HELP: Process for Complaints of Discrimination

Prohibited Bias, Discrimination, Harassment, and Sexual and Related Misconduct (Policy 6.4)

- Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members. To this end, through Cornell University Policy 6.4, and the applicable procedures for students, staff, and faculty, the university provides means to address bias, discrimination, harassment, and sexual and related misconduct.

- We share the responsibility for creating a safer, more caring campus culture in which bias, harassment, and violence have no place - and every member of our community is free to flourish.

Protected Status Discrimination or Harassment

- The university's procedures under Policy 6.4 allows all Cornell students to address concerns of discrimination or harassment based on protected status-including, for example, race, ethnic or national origin, color, gender (including pregnancy), age, creed, religion, actual or perceived disability (including persons associated with such a person), ex-offender status, military or veteran status, sexual orientation, gender expression and identity, and an individual's genetic information-when those discriminatory actions are taken by a Cornell employee.
- Issues concerning discrimination or harassment based on protected status may be reported to the Department of Athletics Human Resources team or Workforce Policy and Labor Relations ("WPLR") (255.6866; equalopportunity@cornell.edu). A report may also be submitted to biasconcerns.cornell.edu.
- Students who wish to report discrimination in participation in the Big Red Bands on the basis of sex under Title IX should submit their report to the senior woman administrator by mail at Teagle Hall, Ithaca, NY 14853 or via email to athletics@cornell.edu or TitleIX@cornell.edu.

Sexual and Related Misconduct

- Cornell will not tolerate sexual and related misconduct. The university's procedures under Policy 6.4 allows all Cornell students to address concerns of sexual and related misconduct, including gender-based harassment, sexual harassment, sexual assault, domestic and dating violence, stalking, and sexual exploitation.
- If any student, believes a student, staff, or faculty member is engaging in prohibited sexual or related misconduct they are encouraged to make a report:
 - By contacting the University's Title IX Coordinator or any Deputy Title IX Coordinator by telephone, email, or in person during regular office hours. You can email the Title IX Coordinator at titleix@cornell.edu, call the Title IX Coordinator at (607) 255-2242, or visit the Title IX Coordinator's Office at 150 Day Hall. (See also contact information for Title IX staff.)
 - Submitting an incident report online.
 - By contacting any employee of the Athletics Department, who will share the information with the University Title IX Coordinator. Other than sharing the information with the Title IX Coordinator, staff members will maintain the student-athlete's privacy to the greatest extent possible.
 - By contacting the Cornell University Police Department (CUPD) at (607) 255-1111 or 911 for **emergency assistance**.
- The university offers a number of confidential resources for individuals who are unsure whether to report misconduct or who seek counseling or other emotional support in addition to, or without, making a report to the University. For confidential support, one can seek assistance from:
 - Cornell Health (medical and mental health providers, students only: (607) 255-5155)
 - Cornell United Religious Work Chaplains (CURW) (pastoral counseling: (607) 255-6002)
 - The Ithaca Advocacy Center's 24/7 hotline: (607) 277-5000
 - The Cornell Victim Advocate: (607) 255-1212, victimadvocate@cornell.edu
 - The Director of the Women's Resource Center (WRC): (607) 255-0015, wrc@cornell.edu
 - The Director of the LGBT Resource Center: (607) 254-4987, lgbtrc@cornell.edu

- The University Ombudsman: (607) 255-4321
- Additional information about university policy and procedures, reporting options, and resources is available online at titleix.cornell.edu. If you are interested in learning more about Cornell's robust education and prevention programs, additional details can be found at SHARE.cornell.edu.

Resources

Cornell has extensive resources for all students if confronted with discrimination, harassment or sexual and related misconduct by a Cornell employee. They include:

- **Find Confidential Support**
 - Cornell Victim Advocates 607.255.1212; victimadvocate@cornell.edu
 - Counselors at Cornell Health 607.255.5155
 - Office of the University Ombudsman, ombudsman.cornell.edu
 - Cornell United Religious Work (CURW) (pastoral counseling: 607- 255-6002)
 - The Advocacy Center 607.277.5000 (24/7 community resource)
- **Discuss Reporting Options and Resources**
 - The Title IX Coordinator, 607.255.2242
 - Workforce Policy and Labor Relations, 607.255-6866; equalopportunity@cornell.edu
 - Cornell Police, (24/7) 607.255.1111
- **Additional Information**
 - Policy 6.4, Prohibited Discrimination, Protected-Status policy.cornell.edu/6.4
 - Harassment, Sexual Harassment, Sexual Assault & Violence Sexual Harassment & Assault - Response & Education, SHARE.cornell.edu
 - Office of the Title IX Coordinator, titleix.cornell.edu
 - Cornell Police, cupolice.cornell.edu
 - Cornell Health Services, <https://health.cornell.edu/>

In the Big Red Bands, any member may go to a student leader about any situation they face. The Bands' advisor, Megan Ramey (mmr226), is available to hear the concerns of any members of the Big Red Bands.

By printing your name and signing below, you indicate that you have read and will adhere to the above code of conduct during all current and future involvement with the Big Red Bands.

Printed name

Signed name

Date