

Star System Protocol

This document will lay out Chroma's disciplinary system.



1

Why: Chroma is a team that requires a lot of hard work and dedication. There is real world money, time, costuming, gas, emotions, and physical work going into our projects. Everyone should be putting in equal work so as to not strain members who are willing to pick up the slack. This system is intended to hold members accountable and remind us all that there are consequences to our actions.

How To Report: If a member is in violation of the Star Rules it is on the members who are directly involved to let a Chroma higher up know.

- Members can report a violation/issue they are having to the Cover lead or to a Chroma Lead directly. This can be done via direct messages to the leads, or to the Chroma Instagram.
- Leads may report violations/issues (ones brought to them or their own personal) to the Chroma Leads in the same way.
- Anyone is welcome to bring violations/issues to our Anonymous Feedback Form but please keep in mind there does need to be a certain level of detail in it for action to be taken.

Once a report has been brought to the Chroma Leads they will conduct an internal investigation to decide if a star will be deducted or if a stern conversation about behavior will be sufficient. If it's decided a deduction must be made, it is up to the lead's discretion as to how much it is. Once you have reached the point of losing all your stars, probation will be initiated and can last up to a quarter. After the probation period has ended, a meeting with the leads will occur to address how to properly move forward.

*Probation - more curated discipline up to the discretion to of the leads

Deductions: This system is very new and we encourage all Chroma members to give us feedback and suggestions on its operations. The severity of the violation will decide how many stars are lost. Here are some suggestions of behavior or actions that are inappropriate.

.5

- Not showing up to practice without communicating with cover lead
- Not updating TimeTree once a cover lead has initiated making a schedule
- Not sending progress videos without communicating with cover lead
- Showing up to practice not knowing the choreography without communicating with cover lead (whatever portion of the song discussed for that practice)
- Not sending payments on time and being reached out to multiple times (studio, gas, costume)

Full Star

- Pulling out of a cover once scheduling has begun (you will be responsible for helping the cover lead find a replacement. Even if a fill is found a star is still lost bc of the inconvenience it puts onto the team and the fill)
- Making commitments to covers that you don't follow through with and causing a cover lead to do excess work to accommodate (having poor availability, not updating timetree when asked, showing up late to practices)
- Not showing interest or participating in Chroma as a whole (1.5 stars will be deducted after each Quarter you are inactive)

*These ideas are not set in stone. If you experience a behavior not listed it may still be reported for a discussion. If you experience a behavior listed but find it to be severe enough to warrant a harsher score deduction then please report it for a review.

Replenishment: Every member will start new with five stars every 6 months. This document describes the Quarters of how Chroma will be separated in. [☰ Chroma Quarterly](#) . This system is to hold everyone accountable in a low stakes way. Creating covers is a hard team effort and everyone deserves to receive the respect and effort they are putting in.

The Star Score will show in our Discord in the 'Star System Channel'. Here you can see all members' scores but also their roles in the group. This is public for everyone but what is not public is why the member lost points. This should not be treated as a public humiliation.

All members have access to all scores so they can take them into consideration when filling a song. For example if a cover has more interest then slots available then the cover lead may favor a member with five stars to work with over a member who has three. Your score may also affect opportunities to participate in live performances or competitions.. These are the only real disciplinary actions that will result from score deductions. Your score should inspire you to realize your mistakes and work harder, not shame you or hurt your self image.

*We want our team's protocols to reflect everyone and our team values. PLEASE do not be shy in sharing any ideas, misunderstandings, or issues you are finding with this. All information on this document is subject to change while we iron out our disciplinary board. If any change is made in operations it will be announced to all members and updated here so that all have been made aware.