IOWA PRIDE ENSEMBLES 2026

Iowa Pride Ensembles Code of Conduct

The Iowa Pride Ensembles (IPE) code of conduct helps ensure all members are treated with courtesy and respect, and in accordance with the mission, vision, and core values of the organization. This document provides a framework by which all members can help to contribute to a positive environment for the organization. It is also used by the board and other key players to assess the performance and behavior of IPE members. The IPE code of conduct contains guidelines for the disclosure of problematic behavior as well as the review process for and disciplinary actions in response to such behavior.

As a member of IPE, you can expect the following:

- Considerate and respectful treatment and care;
- Inclusion in ensembles without regard to race, color, sex, gender identity, gender expression, age, religion, disability, national origin, ancestry, sexual orientation, marital status, military discharge status, pregnancy status, other medical conditions, or source of income;
- A clean, safe, non-hostile, nurturing, respectful, accepting, and welcoming environment;
- A fair and efficient process for resolving complaints and grievances;
- Experienced leaders who are easily identifiable and approachable; and
- Experienced leaders who will be responsive to your concerns.

Rules and Responsibilities

To ensure a respectful and safe environment for its members, IPE has established the following rules and responsibilities for members, patrons, and anyone affiliated with the organization. Each individual involved with IPE has the responsibility to behave in a manner that is respectful and courteous and does not disrupt the operations of IPE as determined by the board.

Roles and Responsibilities

- Adhere to the Code of Conduct established by IPE
- Promote and embrace IPE’s mission, vision, and core values
- Set a tone of respect
- Establish a culture of inclusion that respects diversity and fosters a sense of belonging
- Build and maintain positive, respectful relationships with fellow members, directors, and board members
- Be responsible and accountable for your actions and behaviors
- Accept redirection from board of directors and artistic staff

Unacceptable Behaviors

The following activities are unacceptable behaviors for members and supporters of IPE and will result in punitive actions. Individuals engaging in these behaviors at any IPE activity, rehearsal, or performance in addition to when members represent IPE outside of regular function (e.g., attending conferences, additional performances) may be assessed through the complaint process detailed below. Reprehensible behavior that requires immediate remediation will be resolved by a IPE board member or directors guided by this document and the IPE core values.

Unacceptable behaviors subject to disciplinary action:

- Rude, discourteous, disrespectful, or disruptive behavior.
- Use of inappropriate or discriminatory language. Examples of the major forms of discriminatory language include but are not limited to:
    - Extra-visibility (i.e., mention a person's sex, sexuality, race, ethnic or national background, accent, or disability, or to draw attention to a person's physical characteristics or features); Invisibility (e.g., use of the word 'man' to refer to all people erases women from the category of 'people');
    - Stereotypes (i.e., making the group into an 'other' or 'out-group' relative to the 'in-group' doing the stereotyping);
    - Derogatory labels (i.e., an offensive term used to denote an individual person or group of people);
    - Offensive language (i.e., sometimes discussions and debates over particular topics get heated, and participants may pepper their responses with expletives); and Trivializing language (i.e., language that trivializes or denigrates others and their experiences suggests that the other person is inferior).
- Photographing or filming members for personal reasons having nothing to do with IPE publication/publicity/archiving purposes.

Terminable Behaviors

To ensure a safe environment for all members and patrons, IPE employs a "zero tolerance" policy for ILLEGAL behaviors or activities. The following illegal activities will lead to cancellation of membership and/or removal from an IPE venue for an extended period of time or indefinitely and notification of the local law enforcement agency.

- Possession, sale, or use of illegal substances.
- Possession or use of weapons and firearms.
- Sexual activities (e.g., lewd or obscene conduct, indecent exposure, obscene exhibitions, statutory rape or sex with a minor, etc.).
- Sexual harassment or inappropriate touching.
- Theft or vandalism
- Physical violence or threat of physical violence.
- Any behavior that endangers the safety of any individual or group.
- Disregarding the rules and regulations of any venues where official IPE business is held.

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Observance of any activities against IPE Code of Conduct should be immediately reported to a board member or director.

Anyone who feels they have been treated unreasonably may contact IPE Board by emailing info@iowaprideensembles.com.

Suspension and Revocation

IPE will initiate membership suspension and revocation steps if any of the following conditions apply:
1. Non-compliance with the IPE Code of Conduct.
2. Actions in opposition to the purposes and goals of IPE.

The member facing suspension or revocation shall be given at least ten (10) days' notice in advance of the meeting of the board and shall be afforded a reasonable opportunity for rebuttal prior to suspension or revocation of membership. The member need not be present for the vote to take place.

Official suspension or revocation of any IPE member shall require a two-thirds (2/3rd) vote of all members of the board of directors during a closed session. Lifting suspension or restoration of membership shall require a two-thirds (2/3rd) vote of all members of the board of directors. Members who have their membership revoked or suspended for any reason are not entitled to a refund of their membership dues.

By signing below, you acknowledge that you have read the Iowa Pride Ensembles Code of Conduct and will abide by these policies as long as you are an active member.

Print Name

Date

_____ _____

Signature

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