

Section 9. LHAB Code of Ethics.

- A. Statement of Intent.** The following is intended as a guide for members to follow while participating with or representing the LHAB. Members must always comply with UT, Athletics, School of Music, and Longhorn Band regulations. **The LHAB will not condone the activities of members or anyone representing themselves as members who act in a manner that disregards these requirements.**
- B. Culture.** As one LHAB/LHB family, we aim to maintain a culture where everyone is respected, welcome and included in an environment that is free from discrimination, harassment, and intimidation for any reason.
- C. Participation.** Only dues-paying voting members will be allowed to participate in the on-field activities of the LHAB during the annual Band Day reunion. Family and friends may be allowed to participate in other events provided those family and friends comply with the other requirements of this Code and the event organizers.
- D. Appearance.** While representing LHAB, members must wear the attire determined and communicated by the event organizer.
- E. Conduct.** While representing the LHAB, members are expected to always conduct themselves in a manner that is respectful of others and at a high standard, which represents our core values and pride as an association. It is especially imperative in rehearsals, public performances, and current LHB members' presence.
- F. Prohibited Actions.** While representing the LHAB directly or indirectly, including on social media, members must not engage in an illegal, discriminatory, or disrespectful manner. **LHAB will not tolerate racism, harassment, bigotry, or offensive or derogatory remarks about a person's race, gender, sexual orientation, or identity. Additionally, using controlled substances, gambling, fighting, swearing, excessive alcohol intake, or similar activities are strictly prohibited.**
- G. Financial Accountability.** Members with access to LHAB funds in any form are expected to fulfill their fiduciary responsibility to the membership and follow the prescribed procedures for recording, handling, and protecting LHAB funds.
- H. Violations.** Ethical conduct is the responsibility of everyone. Anyone who observes another member disregarding the terms or spirit of these standards should immediately report the incident to any Officer, member of the BOD, Drum Major, or Section Leader. Please provide documentation in writing using the Code of Ethics Violation Form. The BOD will investigate the report and administer appropriate corrective action if a violation is corroborated.
- I. Violations during Band Day: Three Strike Policy.** Ethical conduct violations will be addressed during Band Day and other events according to the following procedure.
- Strike 1 - Misconduct noted by anyone and addressed by an LHAB Section Leader.
 - Strike 2 - Repeat misconduct addressed by an LHAB Drum Major.
 - Strike 3 - LHAB President or LHB Director determines whether to expel from the performance, with a subsequent board meeting to consider further action.
- NOTE: Any LHAB or LHB member may report misconduct to an LHAB leadership member to initiate Strike 1. Any derogatory act directed at one or more individuals to harm or insult, as listed in but not limited to examples provided in *F. Prohibited Actions*, can be addressed immediately as a Strike 3 offense.