

Code of Conduct



Mission of Spotlight Players

To provide a avenue for the community to participate in the performing arts; to develop skills of members and others in the theatre arts; to offer a variety of entertaining and cultural productions; and, to expand the number of people exposed to the arts through theatrical productions and activities.

Spotlight Players is nonprofit organization. As such it must comply with best practices for nonprofit governance and oversight. A nonprofit holds a higher degree of expectations from its members than does an informal club or association.

As a member of Spotlight Players, having paid your annual membership fee, you are afforded certain benefits including the ability to vote on issues that affect Spotlight Players membership, the ability to vote for board members and to try out (with no guarantees) for performance parts, to name a few. That being said, our *main mission is to expand the number of people exposed to arts through theatrical productions and activities*. Spotlight Players does not exist for any single person or group of individual's personal aspirations or agendas. Our policies and procedures must reflect the best practices for nonprofit organizations.

Participation in the organization's programs is subject to the observance of the organization's rules and procedures. [Please read Spotlight Players Policies and the Spotlight Players Practices Policy]. We ask all members and board members to agree to the Policies as well as to this Code of Conduct.

Any member who violates our Code of Conduct is subject to discipline, up to and including removal as a member of Spotlight Players. The Board reserves the right to vote on the removal of members who violate our Code of Conduct or the policies. A simple majority vote of board members then in office will suffice for removal votes. Removal voting can occur in a regular or special meeting of the board. There is no avenue for disputing the vote of the board and membership fees will not be refunded. The board will not release voting results to anyone.

The following conduct is deemed a violation of our Code of Conduct:

- Abusive language or offensive language towards board members, members, volunteers, vendors or anyone associated with Spotlight Players
- Discourtesy or rudeness to fellow participants, board members, members, volunteers, vendors or anyone associate with Spotlight Players
- Verbal, physical or visual harassment of another participant, board member, member, volunteer, vendor or anyone associate with Spotlight Players
- Actual or threatened violence toward any individual or group
- Conduct endangering the life, safety, health or well-being of others
- Bullying
- Threatening a production in any manner to get your preferred outcome or due to your anger over anything related to the production decision

I have read and I understand Spotlight Players Code of Conduct. I agree to abide by the rules described above, as well as the policies provided in the Spotlight Players Policies and the Spotlight Players Practices Policies. And I understand that I may be removed as a member, with no right of recourse, if I violate any of these rules.

Signature of Member/Volunteer/Participant
Parent / Guardian (if under 18 years)

Date

Print Name

Witness

Date