

VALLEY FORGE CHORUS DISCRIMINATION AND HARASSMENT POLICY

Statement

Valley Forge Chapter (VFC) of Sweet Adelines International (SAI) is committed to condemning racism, discrimination, and other forms of inequity. Membership in VFC is open to women (including transgender women) and non-binary people assigned female at birth, in accordance with VFC's standing rules regarding chapter membership.

VFC and its members, independent contractors, guests and volunteers reject discrimination of any kind and strive towards greater awareness, openness and understanding of each other while serving the mission of VFC.

VFC is committed to providing an environment and fostering a culture for our members, independent contractors, guests, volunteers and patrons that is comfortable, safe and free from discrimination and unlawful harassment of any kind, including sexual harassment. VFC recognizes that sexual harassment may also occur between people of the same sex. Discrimination or harassment of any kind will not be tolerated.

Procedures and Mechanism

VFC will treat all incidents seriously, promptly investigate claims of harassment or discrimination and will take prompt and effective remedial measures to remedy the alleged discrimination or harassment.

VFC encourages constant and regular communication between and among members and between and among members and the Board of Directors with regard to adherence to this policy and all policies of VFC and the mission of VFC. It is the intention of VFC to assist members, independent contractors, guests, volunteers and patrons in remedying problems, whenever possible.

VFC is committed to high standards of ethical, moral and business conduct. All VFC members and volunteers are expected to comply with the [SAI Member Code of Conduct](#). If you observe behavior that you believe is contrary to VFC Standing Rules or other standards, you should report that behavior through appropriate and ordinary channels of authority to resolve the problem including, without limitation, reporting to the VFC Director, the appropriate section leader, the appropriate committee chair or coordinator, or ultimately the President and the Board of Directors. The alleged victim will also be informed of reporting options outside of VFC. VFC will maintain the confidentiality of all discussions to the extent possible given the need to investigate.

Publication and Acknowledgement

Each VFC member has been given a copy of this policy and has acknowledged that they understand its contents and that it may be changed in the sole discretion of the Board of Directors. This policy will also be posted on the VFC member-only portion of the website and annually each member will be asked to acknowledge their awareness and understanding of this policy and any changes. Each VFC member agrees to comply with this policy and all standing rules and all policies and procedures of VFC as a condition of membership.

This policy adopted April 10, 2024 by the Valley Forge Chorus Board of Directors.