



Harmony Diversity Choir Operating Guidelines

Overview

Harmony Diversity Choir is an inclusive choir program that utilizes song to share a message of inclusion and advocacy for the LGBTQ+ community in the Great Lakes Bay Region and beyond.

Harmony Diversity Choir is a program of Great Lakes Bay Pride, the parent 501(c)(3) nonprofit organization whose mission is to provide inclusive sexual orientation and gender identity/expression (SOGIE) education, advocacy, networking, and resources to individuals and organizations in the Great Lakes Bay Region.

Great Lakes Bay Pride (formerly Perceptions) has served the counties of Bay, Isabella, Midland, and Saginaw since 2002.

Choir Operations

Great Lakes Bay Pride contracts a Choir Director to accomplish the following goals:

- Develop the choir season, concert themes, and repertoire selection.
- Conduct rehearsals and performances.
- Cultivate the musical skills of the members.
- Manage recruitment of new members and retention of existing members.
- Collaborate with staff and volunteers on recruitment, retention, and performance marketing efforts across the Great Lakes Bay Region.
- Maintain Harmony Diversity Choir repertoire library and pertinent records.

The Choir Director is supported internally by Great Lakes Bay Pride staff. Volunteers are utilized at the discretion of the Choir Director and staff.

Member Dues

Membership dues are \$20 per season or \$35 annually and should be paid by the third rehearsal of the first session the member is participating in. Checks should be made payable to Great Lakes Bay Pride. Any member needing financial assistance to pay this suggested donation, please contact the Choir Director.

Distributed music must be returned or a fee of \$5 per piece of music is charged.



Expectations of HDC Members

New members may contact the Choir Director to meet one-on-one for voice placement.

Choir members will receive rehearsal schedules at the beginning of each session as coordinated by the Choir Director.

Members will be expected to purchase performance attire.

Youth ages 16+ (with a parent/guardian) can join the Harmony Diversity Choir.

All members commit to make their best effort to:

- Be in their seats and ready to warm up by the scheduled time.
- Remain at rehearsals for the full scheduled time.
- Refrain from the use of electronic devices during rehearsal.
- Refrain from any disruptive behavior including cross-talking. Such behavior may be disciplined at the discretion of Choir Director.
- Leave unsupervised children at home.
- Wear name tags at rehearsals with preferred name and pronouns.
- Attend a minimum of 75% of the rehearsals in a given season or meet with the Choir Director one-on-one to determine performance preparedness.
- Understand that membership in HDC and participation in performances is at the discretion of the Choir Director and Great Lakes Bay Pride.



Nondiscrimination Policy

We respect the diversity of our community and we strive to create an inclusive organization where everyone can freely be themselves. We provide services to all people regardless of age, race, color, national origin, sexual orientation, gender, gender identity/expression, disability, religion or any other factor protected by law.

- We strive to create an environment of mutual respect, free from harassment and unprofessional behavior.
- Sexual harassment is a particularly harmful form of inappropriate conduct. It can include unwelcome flirtations or sexual advances, requests for sexual favors, unsolicited physical contact, and offensive verbal, visual or physical conduct of a sexual nature. It can also include inappropriate pictures, posters, screensavers, videos or e-mail messages.
- Bullying and mobbing are unacceptable. This includes any aggressive, intimidating or violent behavior that may create a hostile environment.
- We seek to avoid conduct and statements that are degrading, offensive, humiliating or intimidating to others. Seemingly innocent actions can create an environment that may be offensive, and we should be alert to our own behavior and the effect it may have on others.
- We expect the same behavior of our volunteers, vendors, and sponsors.

Great Lakes Bay Pride does not exclude, deny benefits to, or otherwise discriminate against any person on the basis of race, color, sexual orientation, gender identity or expression, national origin, disability, or age in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, whether carried out by Great Lakes Bay Pride directly or through a contractor or any other entity with which Great Lakes Bay Pride arranges to carry out its programs and activities.

This statement is in accordance with the provisions of Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and Regulations of the U.S. Department of Health and Human Services issued pursuant to these statutes at Title 45 Code of Federal Regulations Parts 80, 84, and 91.



**Harmony Diversity Choir
Operating Guidelines**

Member Acknowledgment

I, the undersigned, hereby acknowledge receipt and understanding of the Harmony Diversity Choir Operating Guidelines and Nondiscrimination Policy as outlined.

I hereby promise to appear, defend and hold Great Lakes Bay Pride, their committee members, employees, and agents harmless against any and all claims for personal injury, bodily injury, including death or property damage which may arise directly or indirectly from their participation in the event including any and all costs for personal injury, bodily injury, or property damage for which a claim or demand is asserted, whether such claim is frivolous or made in good faith. Such indemnification shall include any and all costs and expenses including but not limited to court costs and fees, attorney fees, witness fees, expert fees, damages, and interest which may be incurred by or assessed against Great Lakes Bay Pride, their committee members, and affiliates.

_____	_____
Printed Name	Date
_____	_____
Signature	Witness

This page must be returned to the Choir Director and then remitted to Great Lakes Bay Pride staff.



**Harmony Diversity Choir
Member Dues Receipt**

_____		_____		
First Name		Last Name		
\$ _____	Cash	Check	Credit Card	_____
Amount				Date
_____	_____			
Session/Annual	Collected by			