

HMC Code of Conduct

Houston Masterworks Chorus (HMC) aims to create a positive and safe environment for its leadership, staff, and members so that people feel valued and can freely contribute their voices and express their talents. HMC also strives to be a diverse and inclusive organization. In order to both safeguard and allow people to flourish, HMC has defined standards by which all participants will be held accountable:

- Be respectful in your words and actions of the leadership (Artistic Director, Section Leaders, Board Members), staff, audience, and other members of the organization.
- Avoid attending rehearsals and performances if you are intoxicated, severely ill or contagious, or under heavy medication that could impair your safe travels and participation.
- Welcome in words and actions all people with good will, regardless of race, color, religion, sex, age, disability, national origin, ancestry, sexual orientation, gender identity, marital status, parental status, veteran status, military discharge status, citizenship status, socio-economics, or other protected status.
- Choose your words carefully. Pay special attention to the use of people's preferred names and pronouns. Make sure you are not using oppressive language (dis/ableist, racist, sexist, ageist, sizeist, etc.)
- Be mindful of what you say and how you act. Impact is very different from and more important than intent.
- Respect the personal space of others and be sensitive to verbal and nonverbal cues.

We maintain a zero-tolerance policy when it comes to negative, untoward, abusive, or unacceptable behavior towards anyone at HMC, its guests, and collaborators. Any act of misconduct will call for a review of an individual's status with the organization.

