

NFMC CODE OF CONDUCT

PURPOSE

Membership in the National Federation of Music Clubs (NFMC) is a privilege, not a right. All individuals participating in Federation-sponsored events are entitled to a safe, respectful, and positive experience that reflects favorably on both the individual and the Federation.

NFMC is committed to maintaining an environment free from violence, intimidation, threats, harassment, discrimination, retaliation, verbal abuse, or any conduct that creates fear or discomfort for others.

This Code of Conduct establishes expectations for behavior at all NFMC-sponsored events conducted by the national organization and its constituent clubs. Such events include, but are not limited to, meetings, concerts, classes, workshops, competitions, and Festivals. This Code applies to all individuals present at these events, including Senior, Collegiate, and Junior members, guests, presenters, performers, volunteers, judges, and attendees, regardless of their role.

EXPECTATIONS

All participants shall:

- Comply with all applicable laws and with the rules, policies, and procedures established by the venue, event officials, sponsoring club, and NFMC, including NFMC Standing Rules and the Federation Festivals Bulletin.
- Treat all individuals with dignity, fairness, courtesy, and respect.
- Refrain from engaging in discrimination, harassment, bullying, intimidation, or retaliation of any kind.
- Conduct themselves in a professional, ethical, and respectful manner in all interactions.
- Address concerns or complaints through proper channels and communicate such concerns privately with the Event Chair or designated official whenever possible.
- Respect the privacy and confidentiality of others and refrain from disclosing sensitive information obtained through Federation activities unless required by law or necessary to fulfill official responsibilities.

CONSEQUENCES

Violations of this Code of Conduct may result in disciplinary action, including but not limited to:

- Disqualification from an event or competition.

- A written letter of concern or censure from the sponsoring club or event.
- Suspension from participation in local, state, regional, or national Federation events for a specified period.
- Restriction or prohibition from future participation in Federation-sponsored activities.
- Suspension or termination of NFMC membership.

The nature and severity of any disciplinary action shall correspond to the seriousness of the violation and any prior offenses.

PROCEDURE

When concerns regarding behavior arise, the following process shall be followed:

1. Members are encouraged to resolve concerns through respectful, direct communication whenever appropriate.
 2. Any allegation of misconduct should be reported to the Event Chair, presiding officer, or other designated Federation official.
 3. The Event Chair or presiding officer shall review the matter and determine whether a potential violation of this Code has occurred.
 4. The individual alleged to have violated the Code shall be informed of the concern in writing and given an opportunity to respond.
 5. When appropriate, the individual shall be given an opportunity to correct the behavior before further disciplinary action is taken.
 6. Any disciplinary action shall be determined by the Event Chair or presiding officer in consultation with the Club President, State Event Chair, and/or NFMC President, as applicable.
 7. Repeated or serious violations may result in suspension or permanent termination of membership and participation privileges within NFMC.
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