

## NHMEA Student Code of Conduct

The NH Music Educators Association, Inc. (“NHMEA”) Student Code of Conduct recognizes that students lie at the heart of our organization and its purpose. The NHMEA is committed to the wellbeing of the student participants and the unimpeded functioning of the NHMEA, both of which are fundamental to our mission. To achieve these ends, and to encourage respect, cooperation, community and integrity, we set forth the following Code of Conduct to clearly outline our expectations of participating student’s behavior.

The Code of Conduct applies to all students who participate in the programs and activities of the NHMEA. The NHMEA also reserves the right to take appropriate action when behavior outside of a program or activity of an individual, group or organization interferes with the mission of the NHMEA and poses a danger to the health, safety and well-being of others.

The Code of Conduct will be enforced through both informal and formal means. The Executive Director or President of NHMEA may summarily suspend a student’s participation in a program or event of NHMEA when, in his or her best judgment, such immediate action is necessary for protecting the health and safety of the NHMEA and/or any other NHMEA student participant. The NHMEA reserves the right to take action prior to the disposition of any action that may result from criminal proceedings. NHMEA will comply with the law in regards to reporting violation of public laws and criminal offenses to the police.

The NHMEA has the obligation and the right to enforce policies which are aimed at ensuring the health and safety of participating students, volunteers, employees, and guests of the NHMEA. NHMEA will hold individuals or groups responsible for actions which endanger the safety, health, or life of any person. Repeated violations of NHMEA policy will be considered cumulatively; repeated nuisance behaviors, which may be individually minor, will be dealt with more severely if they impact the functioning of the NHMEA or of participating students.

In cases in which NHMEA’s Code of Conduct is violated and there is evidence that the victim was intentionally selected because of the respondent’s bias against them as a member of a protected class, sanctions will be more severe. These actions may constitute “bias crimes”.

The following Code of Conduct is a list of requirements and of prohibited behaviors which attempts to be comprehensive but is not exhaustive. All students participating in NHMEA programs or activities are expected to comply with the reasonable requests of NHMEA employees and volunteers and its policies. The Code does not override the policies set forth in those documents on the NHMEA website, or in the participation or registration agreements.

1. Physical assaults, especially when resulting in serious or significant injury are prohibited; the severity of the incident will be reflected in the seriousness of the sanction.
2. Sexual assault; sexual harassment.
3. A student may not be involved in acts that persons know, or should know, cause physical or psychological harm.
4. Threats of physical or psychological harm, intimidation, harassment, stalking, bullying or coercion are prohibited, including when they are delivered through electronic communications or social media. Prohibited actions are actions that go beyond protected free speech, or are likely to cause an immediate breach of peace.

5. The sale of drugs in a manner that violates federal or state law and/or possession of felony quantities of drugs, under state or federal law is prohibited
6. A student may not consume, buy, borrow, possess, lend or give as a gift any drug, narcotic, or alcoholic beverage in such a way that would be a violation of any local, state or federal law. In addition, students may not engage in vaping or smoking.
7. Undermining safety at NHMEA programs or activities by setting off false fire alarms, discharging fire extinguishers, or tampering with security systems located at event locations.
8. Possessing or introducing dangerous weapons to event locations is strictly prohibited. These include, but are not limited to, switchblades, knives with a blade exceeding three inches, straight razors, guns, mace, pepper spray, martial arts weapons, live ammunition, or paintball guns. Fireworks are considered explosive devices and are also not permitted at event locations.
9. Acts of theft or vandalism (including graffiti) against NHMEA or private property
10. Hazing, defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property for the purpose of initiation, admission into, affiliation with or as a condition for continued membership in a formal or informal group or organization. The express or implied consent of the victim will not be a defense.
11. Retaliation, in any form, against another student who has registered a conduct complaint with NHMEA (including complaints under Title IX), or against another student who has served as a witness in the investigation into such a complaint.
12. Students shall comply with all reasonable requests of NHMEA and participating school officials. This includes requests for identification.
13. Students shall comply with all reasonable requests of emergency management personnel, such as firefighters, police officers and emergency medical technicians.
14. Students will not engage in acts of fraud. Some examples of these acts include but are not limited to the following: misrepresentation, falsifying records or documents, assuming the identity of another person, or furnishing fraudulent information.
15. Except for actions protected under state or federal law, a student may not willfully obstruct or disrupt any authorized activities at event locations or other NHMEA activities.
16. Obstruction of the rights of others to exercise free speech, press, expression, association and access to the established education facilities and processes.
17. The violation of any federal, state, or local law or ordinance is prohibited.
18. Disorderly or disruptive conduct which threatens, harms, or interferes with NHMEA or participating school or event personnel or orderly NHMEA processes and functions is prohibited.
19. Violation of NHMEA Event or Program specific rules.