

Resolution No. 1
July 28, 2019

Subject: *Resolution to adopt Anti-Discrimination and Anti-Harassment policies at ROPA Conferences*

Resolution in Support of a Harassment and Discrimination-Free Environment at ROPA
Conferences

Whereas, The Regional Orchestra Players' Association ("ROPA") has the purpose to pursue activities that are conducive to the well-being of its members; and

Whereas, an environment free of discrimination and harassment is essential to the well-being of everyone; and

Whereas, ROPA strives to create a Conference environment that promotes free discussion, open learning, and the building of solidarity; and

Whereas, at the 101st Convention of the American Federation of Musicians of the United States and Canada ("AFM"), a Code of Conduct was adopted which prohibited harassment and discrimination at its convention and adopted a new section of the bylaws to prohibit such conduct at all AFM events; and

Whereas, ROPA is a player conference of the AFM; and

Whereas, until now, while ROPA Conferences have embraced a discrimination and harassment-free environment, ROPA has never had a written policy to that effect; therefore, be it

Resolved, That Article VIII of the ROPA Bylaws be amended as follows:

NEW SECTION 8. Policy on Discrimination and Harassment

The Regional Orchestra Players' Association is committed to maintaining an environment free of harassment and discrimination at its annual conference and any other meetings or gatherings of the ROPA Executive Board or other subsection of the membership. ROPA respects the dignity of every delegate, officer, and member or guest, without regard to race, religion, ethnicity, national origin, creed, age, disability, citizenship, sex, sexual orientation, gender identity, marital status, family status, physical appearance, socio-economic status, or political affiliation.

Further, any offensive speech, conduct, intimidation, harassment, or bullying based upon one or more of the foregoing characteristics of another person shall not be tolerated.

Submitted by: The ROPA Executive Board