

Bored Procedure for Supporting Band Members and Maintaining a Safe Environment

As of June 4th, 2020

The Bored members of the Columbia University Marching Band pledge to support community members who choose to disclose instances of sexual assault, or any forms of harassment, discrimination, or violence. We will not prejudge members who disclose, and they will not be blamed for what occurred. Our job as the Bored of the CUMB is to ensure that we create a safe and supportive environment for all bandies, not to adjudicate in any way. In pursuit of this end, we will prioritize the comfort of the survivor or victim, however they choose to identify.

We will take reports seriously regardless of the gender or sexual orientation of the survivor/victim and regardless of the gender or sexual orientation of the perpetrator, and we will not question survivors/victims' experiences. Should a member choose to disclose an instance of assault or harassment to a member of the Bored, the nature of the incident must be shared with the rest of the Bored. Their name will not be shared without their express permission. We will not share their experience with anyone outside the Bored, unless there is serious concern of the member hurting themselves or others.

Our first step will be to make certain that the survivor/victim has access to and knowledge of all of the available resources and recourse. If they wish to take any steps toward reporting outside of a band context, we will encourage and help them report to either the university or law enforcement. We will always remain available for support. The following are some of the resources available on campus, though further information about the confidentiality and services they provide is available through the Bored and through the pertinent websites:

- SVR: (212) 854-4357; <https://health.columbia.edu/content/sexual-violence-response>
- Counseling and Psychological Services (Columbia): (212) 854-2878; <https://health.columbia.edu/content/counseling-and-psychological-services>
- The Furman Counseling Center (Barnard): (212) 854-2092; <https://barnard.edu/counsel>
- Nightline: (212) 854-7777 (10pm-3am); <http://blogs.cuit.columbia.edu/nightline/>
- Public Safety: (212) 854-5555 (Columbia emergency services); <https://publicsafety.columbia.edu>; (212) 854-6666 (Barnard emergency services); <https://barnard.edu/publicsafety>
- Columbia University Student Conduct and Community Standards: (212) 854-6872; <https://studentconduct.columbia.edu/Resources/documents>
- Barnard/Columbia Rape Crisis Anti-Violence Support Center: (212) 854-4366; <https://www.cc-seas.columbia.edu/preprofessional/opportunities/clinical/4070>
- Columbia University Sexual Respect; <https://sexualrespect.columbia.edu/>

The Bored uses the following definitions and guidelines to inform their choices in responding to and supporting any band member who discloses harassment or violence:

- *Consent*: A clear and unambiguous agreement to engage in a particular activity, expressed outwardly through mutually understandable words or actions. Consent is given freely, enthusiastically, and without coercion of any kind. Consent cannot be given freely when one or both individuals are under the influence of any substances that may impair judgement. If a Bored member sees any interaction wherein it does not seem like both parties have given consent, they will check in with both individuals to ask if everything is alright and proceed from there.
- *Sexual Assault*: Non-consensual sexual activity of any kind. This includes but is not limited to non-consensual sexual intercourse, non-consensual oral sex, and all forms of non-consensual sexual touching.
- *Sexual Harassment*: Unwanted and persistent advances of either a physically or verbally sexual nature. This includes the non-consensual distribution of imagery and video of bandies engaging in sexual activity.
- *Sexual Bullying*: Any type of bullying or harassment that occurs in connection with a person's sex, body, sexual orientation, or their sexual activity.
- All of the above definitions and guidelines apply to instances involving any combination of the following people: current bandies, Bored members, strangers attending a band function, and/or band alumni. If a bandie would like to disclose an instance of sexual misconduct between themselves and someone not affiliated with the band that occurred outside of a band setting for the purposes of seeking support from the Bored, they may do so at any time. Although we cannot take any direct action, the Bored will do everything that it can to ensure that the bandie has access to and knowledge of any and all resources available to them.

In an attempt to preempt any instances of sexual misconduct in a band setting, the Bored will take the following steps:

- There will be Bored oversight in the planning of any and all social events, with particular attention paid to newly introduced events. In particular, the Bored will look out for any potential red flags or underlying circumstances that may put bandies in circumstances that carry risk of the above delineated misconduct and take the appropriate steps to address concerns that arise.
- The Bored will take particular precaution when including non-band members in said social events, with higher scrutiny taken in instances of non-Columbia University student participation and/or the participation of minors (under the age of 18).

When responding to disclosures, Bored members will:

1. Address a member's immediate needs in terms of safety.
2. Determine whether the member is speaking to you as a friend or as a member of the band's Bored.
3. If the person is disclosing to you as a Bored member, you must let them know that you will share the incident with the Bored. If the perpetrator is on Bored, they will be made aware separately from the rest of the Bored. The name of the survivor/victim will be left out unless they give express permission to disclose their identity.
 - a. Crucial information includes the perpetrator's name and in what ways the incident in question is related to band (i.e. Did this occur at a band event? Did this occur after a band event? Did this occur with someone you met at a band event?)
 - i. If the incident in question does not have anything to do with band, the Bored will still provide support and resources to the survivor/victim regardless of the fact that direct action may not be on behalf of the Bored.
 - b. Preliminary Courses of Action
 - i. If the perpetrator is on the Bored, all other Bored members will be made aware.
 - ii. Notify the perpetrator that a report was made and that sanctions are being discussed. For reports of harassment and discomfort, particularly in the case of first offenses, the Bored will have a conversation with the perpetrator to emphasize the impact of their actions and ask that the behavior stop.
4. Potential Sanctions
 - a. All cases of non-consensual sexual activity, be it physical or verbal, will result in sanctions for the perpetrator at the discretion of Bored and will be decided upon in conference with the survivor/victim to ensure their utmost comfort.
 - b. The vote required to impose sanctions is one less than the number of uninvolved Bored members. This means 8/9 for issues involving non-Bored members, 7/8 for issues involving one Bored member, and 6/7 for issues involving two Bored members.
 - i. Votes will be submitted by closed ballot and counted by two uninvolved Bored members.
 - c. The Bored will do everything within reason to respect the wishes of the survivor/victim when imposing sanctions.
 - d. Sanctions may include but are not limited to:
 - i. Banning from all band-hosted functions (e.g. parties and other social functions, scripts, etc.).

- ii. In the case that the perpetrator is a resident of a space the Band uses for social events, a private conversation between the perpetrator and the Bored is necessary to determine the most appropriate course of action to ensure the safety of the survivor/victim and other band members.
 - 1. If the perpetrator is a Bored member, a request for their resignation.
 - 2. Expulsion from the Band in accordance with Title IX.
 - iii. The Bored will notify the perpetrator of its decision on sanctions, and inform them that they can write an appeal letter that will be taken under consideration.
5. Other Concerns
- a. If an incident occurs on an away trip, sanctions will be discussed upon return to campus. The survivor/victim will be given the option of being escorted back to campus by a Bored member.
 - i. If the survivor/victim would like to return to campus on their own, the Bored will do everything it can to assist the individual, both financially and logistically, to get home safely.
 - b. Band members may report on behalf of non-band members who experience sexual assault or harassment from a band member if the non-band member requests it.
 - c. Band members or alumni may report incidents involving band alumni at any time. Those alumni will not be allowed to attend any band-hosted functions or join us on the field at Homecoming.

This document should be reviewed and voted on prior to both First Thursday events, before Bored turnover, and between Tax Day and the Spring Orgo Night. If the Bored updates the document, they must vote on the changes and re-sign the document. This is a living document that is intended for amendment and rewriting whenever it is deemed necessary, and it is a duty of the Bored to ascertain when these appropriate times arise so that the document can reflect any new circumstances that have come to light over the course of the term. The most recent version of this document will be made available on request and will be posted on our website. As stated throughout, all decisions should be made in accordance with the wishes and best interest of the survivor/victim, as asserted by the survivor/victim. The Bored is responsible for the safety of said survivor/victim and of the band at large above all else.

Bored members must sign this agreement upon transfer of power.

Date: 06/04/2020

Johanna Medved

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