

# Bored Procedure for Supporting Band Members and Maintaining a Safe Environment

As of November 9th, 2017

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 safety and wellbeing 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 recourses at Columbia and Barnard. If they wish to take any steps toward reporting outside of a Band context, we will encourage and help them in that process. We will always remain available for support.

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

- **Consent:** must be given freely, enthusiastically, and without coercion of any kind. Consent cannot be given freely when one or both individuals are inebriated. If a Bored member sees any interaction wherein it does not appear as though both parties have given consent, they will check in with both individuals to ensure that everything is alright, and proceed from there.
- **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.
- All of the above definitions and guidelines apply to instances involving the following sets of people: two current bandies, a Bored member and a bandie, two Bored members, a Band alum and a current bandie, a stranger attending a Band function and a bandie. 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 full 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 misconduct delineated above.
- 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 Band 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. 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 in 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.
4. Notify the perpetrator that a report was made and that sanctions are being discussed.
  - a. Preliminary Courses of Action
    - i. For all reports of any of the conduct outlined above, the Bored is made aware of the situation so they can keep an eye out for further developments. If the perpetrator is on the Bored, all other Bored members will be made aware.

- ii. 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.
  - b. Sanctions
    - i. All sanctions are at the ultimate discretion of the Bored, but all decisions will be made with concerted consideration for the established rules and, above all else, the comfort of the survivor/victim.
    - ii. In the case of non-consensual sexual activity involving unwanted contact between or with genitalia, the Bored will enforce immediate expulsion of the perpetrator from the Band. There shall be no room left for interpretation in cases regarding these kinds of incidents.
    - iii. All other kinds of non-consensual sexual activity, be it physical or verbal, will result in sanctions at the discretion of Bored and will be decided upon in conference with the survivor/victim to ensure their utmost comfort
    - iv. 8/9 of the Bored must vote to issue sanctions against a non-Bored member. If both the perpetrator and the survivor/victim are on Bored, there must be a unanimous vote of the remaining members of the Bored (7/7) in order to impose sanctions.
    - v. The Bored will do everything within reason to respect the wishes of the survivor/victim when imposing sanctions.
    - vi. Sanctions may include but are not limited to:
      - 1. Banning the perpetrator from all social functions
      - 2. Banning the perpetrator from specific kinds of band functions (i.e. open parties, scripts, away trips, etc.)
      - 3. In the case of Bored members, a request for their resignation or impeachment, if necessary.
      - 4. Expulsion from the Band.

Note: If a more appropriate sanction presents itself, this list is certainly amenable to augmentation and improvement.
    - vii. Notify the perpetrator of the Bored's 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, the accused will be sent home, and the survivor/victim member 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.
  - c. Band members may file reports against Band alumni at any time. That alumnus will not be allowed to attend any private Band events (meaning any event that is

This document should reviewed, updated, and voted on at least once per Bored term, preferably near the end of the Bored term so that it can reflect any new circumstances that have come to light over the course of the term. 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. As is stated throughout, all decisions should be made in accordance with the wishes of and best interest, as asserted by the survivor/victim, of 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.  
It will be available on the website for viewing.

Date: 11/28/17

Vinko

Chris King

Isabel Sepinveda

Josue Leibel

Ximena Espinoza

Sam Miller

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Mr. Wilson

Alex