

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

As of September 17th, 2015

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.

We will take reports seriously regardless of the gender or sexual orientation of the survivor/victim (however they choose to identify) 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.

We will help members access any resources they may need. We will encourage and help them to report to either the university or law enforcement, if they want to. We will remain available for support.

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

Sexual Assault- Nonconsensual Sexual Intercourse: Any form of intercourse, (oral, anal, vaginal) with any object without consent.

Sexual Assault- Nonconsensual Touching: Any intentional sexual touching without a person's consent.

Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when the conduct creates an intimidating or hostile campus or living environment.

Bullying: Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

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. Their name will be left out unless they give express permission to disclose their identity.
    - Crucial information includes: the perpetrator's name, and how the incident is related to the band (did it take place at a Band event? following a Band event?)
1. Notify the perpetrator that a report was made and that sanctions are being discussed.
    - Possible courses of action:
      - For all reports of unethical conduct, including but not limited to the previously defined behaviors, 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.
      - For reports of harassment, discomfort, and/or teasing, particularly first offenses, the Bored will have a conversation with the perpetrator to emphasize the impact of their actions and ask that the behavior stop.
      - For some reports, the perpetrator may be issued restricted access to the Bandsuite, social gatherings, or away trips.
        - Certain cases can warrant temporary suspension.
      - For all reports of sexual assault- nonconsensual intercourse, the perpetrator will be expelled from the band, and no longer permitted in any band space. The Bored upholds a Zero tolerance for sexual assault (intercourse) for the safety of all members of the band community.
        - If an incident occurs on an away trip, the perpetrator is sent home, and the member who has experienced the violence has the option to be escorted back to campus by a Bored member.
        - If a report is made against a non-band member, the Bored will do everything it can to ensure that that person does not attend any more band events. If applicable, Bored members will speak to whoever brought that person to the event and let them know that they (the non-band member) may never attend again.
        - Band members may report on behalf of non-band members who experience sexual assault or harassment from a band

member. The same action will be taken against the perpetrator regardless of the victim/survivor's affiliation with the band.

- Band members may file reports against band alumni at any time. That alumnus will not be allowed to attend any private band events or join us on the field at homecoming.
2. All sanctions will be at the ultimate discretion of the Bored.
- o The Bored reserves the right—if they deem it necessary—to expel a perpetrator for offenses other than nonconsensual intercourse if the behavior continues after the first sanctions, or if the behavior is violent and/or poses a serious threat to anyone.
  - o 8/9 of the Bored must vote to issue sanctions.
3. Notify the perpetrator of the Bored's decision on sanctions, and inform them that they can write a appeal letter that will be taken under consideration.

**Bored members must sign this agreement upon transfer of power.**

It will be available on the website for viewing.

Signatures:

Date 12/1/16



Betsy Calogheri



Ximenes Elchizaco

