

CODE OF CONDUCT
PORTSMOUTH SYMPHONY ORCHESTRA
APPROVED 6/18/2025

INTRODUCTION

The Portsmouth Symphony Orchestra (PSO) prides itself on its values of professionalism, artistic achievement, and maintenance of collegial community both within the performance ensemble and with the public. The conduct of any member of the PSO may have consequences for the reputation both of the PSO and of the music profession more widely. All members must therefore maintain the highest standards of professional conduct and personal integrity and are expected to treat each other with collegial respect and consideration. All PSO members are expected to comport themselves respectfully and responsibly in all public interactions when representing the orchestra.

This Code of Conduct sets out the standards that we expect PSO members to maintain.

Failure to comply with the provisions set out in this Code of Conduct could lead to participation in the orchestra being suspended or terminated.

PROVISIONS OF THE CODE OF CONDUCT

1. Members of the PSO must adhere to this and all the policies of the organization.
2. Members must not engage in any conduct which adversely affects the interests or reputation of the PSO.
3. Members must, at all times, act in accordance with the best interests of the PSO and must not undermine the functioning of the PSO.
4. Members must, at all times, follow the rules and policies of our rehearsal and performance spaces including the following:
 - a. The use or possession of alcoholic beverages is forbidden in and on school premises at all times.
 - b. Drug Free School Zone: It is unlawful to sell, or possess with intent to sell, or be in possession of, a controlled drug in a school zone.
 - c. Smoke Free Zone: The use of tobacco products in School Department buildings, facilities, or on School Department grounds is prohibited at all times. The use of tobacco products is prohibited within any performance venue. Tobacco products shall mean any tobacco/nicotine-containing product, or other illegal substances including but not limited to:
 - i. Cigarettes
 - ii. Smoking tobacco
 - iii. Cigars
 - iv. Electronic cigarettes including smokeless cigarettes and vape pens
 - d. Respect for property & other: All persons must act in a responsible manner which leaves the facility in the same condition as it was before the Event, excluding normal wear and tear.

- e. Only those facilities or equipment specifically designated for use in the use permit shall be used.
- f. Food or beverages are not permitted in any room unless permitted in advance.
- g. Members are expected to dress and conduct themselves in a manner appropriate to a community-oriented performing arts group. Engaging in sexually explicit, indecent, rude, or lewd conduct or speech, improper dress, or otherwise threatening to be materially and substantively disruptive will not be permitted.
- h. Compliance with Laws: No activities in violation of Federal, State or Local Laws, or of the Board of Health requirements, shall be permitted.
- i. Firearms: All state (NH and ME) firearm regulations must be followed.
 - i. York High School: the possession of firearms on school property is prohibited except by authorized security personnel.
 - ii. Any member who threatens to use a firearm or otherwise bring it to rehearsal/performances will be reported to police and terminated from the orchestra immediately.