



Cherry Creek Chorale Guiding Principles

Our community is our musical family - this is our priority. We value the diversity of perspectives, thoughts, feelings, and experiences in our organization. Our hope is that these guiding principles will make our Chorale a stronger and better place for current and future members.

Communication Standards: All forms of communication should follow these guiding principles of interaction including, but not limited to, spoken, non-verbal, email, and social media:

- Everyone is entitled to be treated with dignity, mutual respect, and understanding, and these values should always be reciprocated.
- Please be sensitive and considerate to others when making remarks (even intended humor - political or religious or sexual innuendo) in person or on social media platforms.
- There is no place for harassment (sexual, religious or gender) or bullying of any kind, and members should avoid any actions that could be deemed to be such.
- All members should assume positive intent.
- We emphasize a culture of respect and integrity that prioritizes a positive and inclusive atmosphere.
- All members must respect confidentiality of sensitive personal or business information regarding the operation of the Chorale. This is especially pertinent to Board interaction.

Ask these questions before communicating:

- It is true?
- Is it kind?
- Is it fair?
- Will it build goodwill and better relationships?
- Is it beneficial to all concerned?

Dispute Resolution: If you have a dispute with another Chorale member, first please try to resolve it directly with them. If that fails, speak to a section leader or board member who will attempt to mediate and/or resolve the dispute directly.

Our chorale is primarily run by volunteers. They should be respected for their service. Please approach all disputes and grievances with calmness, patience, and respect without verbal haranguing.

As a Chorale, we function as a healthy and supportive community through the shared trust of our members, which can only be cultivated by holding each other accountable. We commit to identifying and responding to incidents in which this trust is broken in order to address the harm committed and to prevent harm from happening in the future.