



Code of Conduct

Introduction: MusicNL is the music industry association for Newfoundland & Labrador. We are a non-profit association that is dedicated to growing the music community. This code of conduct applies to board members, staff & volunteers, members, contractors, event guests & attendees, event partners, sponsors and vendors. Anyone involved with MusicNL.

Membership: open to all individuals working in any sector of the music industry or those who support the music industry. Members include; musicians, artists, agents, managers, record companies, studios, media, venues, related corporations and retailers.

Commitment to professionalism: MusicNL upholds the highest standards of professionalism in our conduct with each other & external parties. We are committed to fostering, supporting and maintaining a welcoming culture for those within and outside the professional music industry. Mutual respect among stakeholders is an important pillar in the commitment to professionalism, fairness, and understanding in one's interactions with music industry colleagues, and the broader public.

Core Values

1. Members. We care deeply about our members' needs and are always accessible to help.
2. Responsible financial stewardship. We will manage our financial resources wisely, executing our duties with integrity and ethical conduct.
3. Diversity and inclusion. We are better together.
4. Safe spaces. We are a haven for members, the music community, and stakeholders.
5. The power of music. Music supports our physical, mental & emotional health. We celebrate it.

Commitment to diversity & inclusion: we strive to serve the needs and interests of those living and working in the music sector in Newfoundland and Labrador and beyond.

What are the fundamental elements of the code of conduct? Committed to providing and maintaining a professional music industry environment in which all persons involved are currently upstanding citizens in the court of law and are free from; theft, harassment, sexual harassment and discrimination, based on spoken language, race, ethnicity, religious beliefs, ability, sexual orientation, gender identity & expression and age.

Decision Making and the Code of Conduct: When deciding, ask yourself the following:

- Is it legal?
- Does it comply with the code?
- Does it reflect our company values and ethics?
- Does it respect the rights of others?

If you are unsure about any of the answers, ask.

When does the code of conduct apply? All MusicNL organized events, including but not limited to: music awards: festivals & conferences, partnership events, panels, meetings, speaker series and industry events.



Where does the code of conduct apply? In-person and online.

What happens when a stakeholder contravenes the code of conduct? the individual may be removed from the event and/or future events, if appropriate we may consider suspending or discontinuing the membership. MusicNL may also revoke the grant of an award if it determines, in its sole discretion, the actions of all recipients represents a significant departure from the Code of Conduct. The organization can also institute opportunities for the member in question to reconcile their actions.

Harassment: Treat everyone, members, business partners and other stakeholders with dignity and respect at all times.

Any type of harassment, including physical, sexual, verbal or other, is prohibited and can result in disciplinary action up to, and including, termination of membership. Harassment can include actions, language, written words or objects that create an intimidating or hostile work environment, such as:

- Yelling at or humiliating someone
- Physical violence or intimidation
- Unwanted sexual advances, invitations or comments
- Visual displays such as derogatory or sexually-oriented pictures or gestures
- Physical conduct including assault or unwanted touching
- Threats or demands to submit to sexual requests as a condition of employment or to avoid negative consequences

Bullying: MusicNL is committed to ensuring that members work in a safe and respectful environment that is free of bullying. Bullying can include:

- Spreading malicious rumor or gossip
- Excluding or isolating someone socially
- Establishing impossible deliverables
- Withholding necessary information or purposefully giving the wrong information
- Intimidating someone
- Impeding someone's work
- Unfairly denying training, leave or promotion
- Constantly changing work guidelines
- Sending offensive jokes or emails
- Criticizing or belittling someone constantly
- Tampering with a person's personal belongings or work equipment

Environment: MusicNL is committed to operating in an environmentally responsible manner, from the provision of products and services to the operation of its offices and facilities, selection of suppliers and other business activities.

MusicNL complies with all applicable environmental laws and regulations as well as self-directed commitments to sustainable practices and environmental protection.



Reporting a violation? Report concerns to MusicNL's CEO or report anonymously here: <https://musicnl.ca/incident-reports/> Members who report a concern in good faith cannot be subjected to any adverse action including:

- Bullying and harassment, either in person or online
- Exclusionary behavior
- Any other behavior that singles out the person unfairly

Code of Conduct Acknowledgement:

- You have read the entire code of conduct and understand your responsibilities related to it.
- You agree to abide by its principles.
- You agree to report to MusicNL any violations of the code.
- You agree to cooperate in any investigations of violations of the code.

Confidentiality: individuals are encouraged to identify themselves when bringing a Code of Conduct violation forward, so that the required follow up can be undertaken. We will do our best to protect the identity of the individual and maintain confidentiality to the fullest extent possible throughout any Code of Conduct process.