

UCR PIPE BAND

POLICIES

APPROVED January 11, 2016

Agreement to adhere to the following UCRPB POLICIES is a requirement for membership in the Band:

- Rules and Regulations
- Principles of Community
- Member Participation Policy
- Travel Reimbursement Policy

All Band Members, Instructors and Board Members will be provided with a copy of the POLICIES, so indicating by signing and dating a record upon receipt of their copy.

- A parent or legal guardian will be required to counter-sign and date for any minor aged Band Member.

PRINCIPLES OF COMMUNITY

The University of California Riverside Pipe Band (Band) is committed to equitable treatment of all Band members. Band members, instructors and board members are committed to creating an environment in which each person has the opportunity to grow and develop, and is recognized for his or her contribution.

There are three objectives that our Band must strive toward in order to achieve these goals.

- First, we must ensure that we have an environment that nurtures the musical and personal growth of our band members, instructors and board members.
- Second, we must ensure that our Band sets an example of respect for all people.
- Third, we must ensure that our Band provides a safe and welcoming environment for everyone.

We as members of the Band affirm our responsibility and commitment to creating and fostering a respectful, cooperative, professional and courteous Band environment. Implicit in this mutual respect is the right of each of us to rehearse, compete, instruct, perform and work free from harassment or denigration. Any violation of this right by verbal or written abuse, threats, harassment, intimidation, or violence against person or property will be considered a violation of the principles of community that are an integral part of the Band's focus, goals and mission and subject to sanction according to UCRPB Rules and Regulations, including revoking band membership.

MEMBER PARTICIPATION POLICY

This addendum to the Rules and Regulations is to establish guidelines as to membership requirements.

All band members shall be required to perform and practice at established levels in order to maintain their membership status.

- Regular performing member
- WUSPBA registered competitive unit participant

Waivers can be obtained from the Band Pipe Major on a case-by-case basis prior to an event. Consideration will be given for not participating in events due to religious beliefs and/or to minors for events that may be considered as inappropriate locations for minors.

The Pipe Major of the Band shall represent the Board of Directors in managing those instances wherein persons are unable to attend due to work/school requirements or illness (self or in some cases family). These shall be the only two standing justifications for not participating; all other reasons will have to be considered by the Board as appropriate for issuing a waiver. In the absence of the Pipe Major of the Band, the Pipe Sergeant of the Band shall make such determinations. In that person's absence, the duty falls to the Drum Sergeant of the Band to make a determination, and then to the highest competitive unit Pipe Major, and so on through the band leadership.

Attendance shall be kept at all gigs per UCRPB Rules and Regulations, or by a Foundation Board member by means of a sign-in sheet. It shall be the sole responsibility of Band members to sign the sheet at the time of the performance.

Participation shall be established using a tiered system based on geographical considerations. Band members who live farther away don't have the opportunity to realistically participate in mid-week local gigs and practice, but shall be required to take part in a higher level of weekend performances and rehearsals.

- 1. Band members living within a 50-mile radius of UCR are expected to:**
 - a. Attend all gigs and practice at a 50% participation level to maintain Band membership as a regular performing member.
 - b. Attend all gigs and practice at a 65% participation level to maintain registration with WUSPBA in a competitive unit.
 - c. Attend all gigs and practice at an 80% participation level to qualify for travel reimbursement from the Band for attending specified highland games.

2. **Band members living beyond a 50-mile radius of UCR are expected to:**
 - a. Attend weekend gigs and practice at a 75% level to maintain Band membership as a regular performing member.
 - b. Attend weekend gigs and practice at an 80% participation level to maintain registration with WUSPBA in a competitive unit.
 - c. Attend weekend gigs and practice at a 90% level to qualify travel reimbursement from the Band for attending specified highland games.
3. Only those performances wherein funds derived are paid to the Foundation shall count; i.e., freebies or gigs that pay the musicians directly shall not serve to meet participation levels.
4. Only regularly scheduled practices shall count towards rehearsal participation levels.
 - a. Wednesday night & Sunday afternoon for Competitive Unit Members
 - b. Wednesday night for Performance Cadre and Student Members
5. Special consideration for inclusion in this proposal for gigs that are a significant distance away from UCR shall be made by the Foundation Board of Directors.
6. Band leaders are expected to meet a high standard of participation in paid performances regardless of the distance at which they live from UCR. This includes the PM, PS & DS of the Band, along with the PM, PS and DS of each competitive unit.
7. Participation in Highland Games contributes toward participation requirements.
 - a. A Competitive Member shall attend competitions with his/her Unit.
 - The list of competitions shall be established yearly by popular vote, or as determined by the Band Pipe Major.
 - b. Failure to support the band's competitive effort will jeopardize a Competitive Member's travel allowance for the next paid travel event, unless a waiver has been granted prior to the competition.
 - c. Non Competitive Members are encouraged to participate in massed bands events and shall receive credit toward participation requirements.

Some performances / activities shall be considered "All Hands On Board" events regardless of the distance Band members live from UCR, requiring 100% participation with only work or illness as legitimate reasons for non-participation. A list of "All Hands On Board" events shall be maintained on the "Members Only" page on the website. These are subject to change, but are currently identified as:

- UCR Commencement (minimum one ceremony)
- All UCRPB sponsored concerts or competitions

TRAVEL REIMBURSEMENT

1. The Board of Directors shall establish the amount of travel money to be paid for any competition or other event based upon distance and/or other factors deemed appropriate by the Board.
2. As the UCR Pipe Band earns its money through the performance of paying gigs, it is expected that all band members will participate in the minimum percentage of paying gigs, as established by the Board, to be eligible for travel reimbursement.
 - a. An exception to this rule could be if a band member has been excused because limited numbers are required for a specific gig.
 - b. Attendance records will be maintained to determine eligibility.
3. Minimum percentages of Practice and Gig attendance, as established in the Participation Policy, must be met in order to qualify for travel reimbursement. If the minimum percentage is not met the reimbursement will be prorated. (i.e. If the averaged participation is 50% of the minimum the member would be entitled to 50% of the amount approved by the Board.)
4. The Board reserves the right to offer travel reimbursement as they see fit to band members and non-band members alike who may be traveling with the band in logistical support positions.
5. The UCR kilt will be worn in all highland games band competitions and massed bands to qualify for travel money. An exception will be made for new members who have not been issued a band uniform.

Personal uniforms may be worn for solo competitions unless RPDF is offering travel assistance for special competitions, in which case the UCR kilt must be worn .

Please send any questions you may have on these POLICIES to Band Ombudsman Matt Gorder. mattgorder@sbcglobal.net. Comments made anonymously shall be considered, however we will not be able to reply or seek more information to resolve the issue.

UCR PIPE BAND

RECEIPT OF POLICY DOCUMENTS CERTIFICATION

I hereby certify I have received copies of the following documents:

- UCRPB Rules and Regulations
- UCRPB Principles of Community
- UCRPB Member Participation Policy
- Travel Reimbursement Policy

I further certify that I have read and understand these policies and agree to adhere to said policies as a requirement for my UCR Pipe Band Membership

A parent or legal guardian will be required to counter-sign for any minor aged band member.

Member Name **PRINTED**

Member Signature

Date

Parent/Guardian Signature for Minors