



## **Participant Safety & Organizational Ethics: What We're Doing**

The Jersey Surf continues to focus on safety of our members, volunteers instructors & administrative staff.

Later this spring, the Jersey Surf Board of Directors will complete a comprehensive review of all harassment and discrimination policies that impact the manner in which our organization is managed.

"We will continue to do everything possible to ensure that our members, students, administrative, educational staff, and volunteers, are able to enjoy all that we have to offer in a safe and appropriate environment," said Glenn Davila, Board Member chairing the review committee.

"We have a responsibility to ensure everyone who performs in, works or volunteers for our organization, any of our ensembles or on various special projects is able to thrive in an unquestionably safe and supportive atmosphere. We understand this responsibility and take it very seriously."

This review and update is intended to provide a strong foundation from which the programs of the Jersey Surf can grow to serve a greater number of people. Specifically, the Jersey Surf maintains a zero-tolerance policy regarding harassing or other improper behavior by its executive team, staff and/or marching members.

"In order for our support system to be effective, we must take a comprehensive, multi-tiered approach with staff and volunteer training, outlining behavior policies in our member handbooks, staff handbooks and volunteer handbooks," said Davila. "Background checks, compliance with our policies and procedures, training, and a continuous internal dialogue are all necessary to elevate the importance of safety, to raise our individual awareness, and to always insist on the most stringent behavior requirements when interacting with young people in our organization."

Jersey Surf, Inc. is in the process of updating or implementing a number of policies including our whistleblower policy, staff, volunteer, and member handbooks, background check policy, and training requirements to provide more support to everyone involved in the organization to include those who take part in the Jersey Surf World Class Drum Corps or any other ensemble or program we produce.

Our support efforts are summarized below.

### **CODE OF ETHICS**

Jersey Surf, Inc. has developed a code of ethics to guide its board members, administrative and teaching staff, as well as volunteers in their conduct when acting on behalf of our organization.

We strive for "World Class Excellence" in all that we do. We believe in honesty, integrity, transparency, confidentiality and equality. Our organization, founded in 1990, has a proud history of helping young people become responsible adults through the lessons learned and promoted through participation in our programs. To maintain this tradition of "Sharing the Love," it is imperative that all of those associated with the organization exhibit ethical conduct and mutual respect in all that we do. This is not intended to exist merely as a singular, stand-alone document; it is but one element of a far broader effort to create a starting point for defining the ethical practices that will best serve the organization through a continuously evolving, continuously improving operational culture.

*Continued to Page Two*



## **Participant Safety & Organizational Ethics: What We're Doing, Page 2 of 2**

### **MEMBER, STAFF AND VOLUNTEER HANDBOOKS**

The Jersey Surf guides for members, staff and volunteers are updated on an ongoing basis to ensure that the policies contained within maintain relevance with the current state of our operating environment and organizational culture. For this season, we are introducing additional updates to emphasize the importance of an individual's duty to report any violations of our policies and procedures (regardless of their status or position in the organization). Any individuals who have a question about our policy are encouraged to reach out to the Executive Director.

### **BACKGROUND CHECK POLICY**

Jersey Surf, Inc. requires all instructional staff, administrative staff, and volunteers traveling with the corps to undergo a background check and Youth Protection Training conducted through the Boy Scouts of America. This policy is extended to performers who are 21 years of age. Additional screening requirements may be enacted at the direction of the Board of Directors at any time.

### **TRAINING REQUIREMENTS**

Organization-wide training for all members, staff, and volunteers occurs at points throughout the year, and is required for participation with the programs of The Jersey Surf. An in-depth training session will be held during spring training for all who will take part in the 2018 Drum Corps International Tour as members of our organization.

### **OPEN FORUMS**

Jersey Surf alumni and family members are encouraged to take part in discussions held on Sunday afternoons during upcoming April and May rehearsal camp weekends, to learn more about what the Jersey Surf is doing to address these topics and how to support the effort. Check our online calendar and Parents & Friends Facebook Page for additional information.

For any questions or comments related to member or workplace safety, our policies, or our training, please contact executive director Bob Jacobs at [bobj@JerseySurf.org](mailto:bobj@JerseySurf.org).

### **WHISTLEBLOWER POLICY**

In April, 2018, Jersey Surf Inc., is formalizing its whistleblower policy and reporting tool which is soon to be made available on the [JerseySurf.org](http://JerseySurf.org) website, as reporting is an essential element when addressing our member and staff concerns and workplace safety.

While we aim for all those who come in contact with the Jersey Surf to feel unhindered and unthreatened in raising concerns, we recognize that it is essential to provide a confidential and anonymous option to submit such concerns to ensure we have the full opportunity to investigate and address any potential violations.

### **ABOUT THE JERSEY SURF**

Founded in 1990 in Camden County, NJ, the Jersey Surf World Class Drum Corps is nationally recognized for excellence in performing arts education and leadership development for more than 150 student musicians and performers, aged 14 to 21.

The Surf represents our state and region each year on the 10,000 mile Drum Corps International Summer Tour throughout North America. The Jersey Surf is generously supported by a team of passionate educators, volunteers, corporate partners, parents, families and friends. For additional information, please contact us at [info@jerseysurf.org](mailto:info@jerseysurf.org).