

OKANOGAN VALLEY ORCHESTRA AND CHORUS

Guidelines for Resolution of Conflict Arising During Rehearsal

Prepared by the OVOC Board Orchestra and Chorus Committee 18 Aug 2017.

The conductor or musical director is in charge of rehearsals, and will address any professional disagreements in a professional manner as between musical colleagues. All the volunteers in OVOC want to have fun doing their musical best. However, the conductor comes with a plan for every rehearsal and a vision for every part of the music and stagecraft. The artistic interpretation of the orchestral and choral music and stage production is not a democracy. Likewise, the decorum of the rehearsal is under the control of the conductor or musical director.

- A. In the case that a performer or technician believes there has been a harsh personal affront, with no crime involved, then there is a conflict that needs to be resolved. Here are some guidelines that members of the OVOC can elect to follow.
 - 1. Give the other person the benefit of the doubt. Performance by nature runs on adrenalin, and this can bring out the worst as well as the best in all of us. You may want to sleep on it. Try to have a one on one private conversation. Use email only when necessary. Email is a cold, hard medium and is permanent. You may want to diary the events as you remember them, but use the information with caution.
 - 2. In case the issue with the conductor, musical director, or fellow performer or technician cannot be resolved personally, you may approach a member of the OVOC Board. There are avenues: the OVOC website, or personal contact with a Board Director or your Representative. The Board Executive Committee can elect to hear the issue. The issue may have significance to the organization in general and can be taken seriously by a hearing.
- B. Sometimes Board Directors and Representatives are present together during rehearsal and may have a conflict. The rehearsal is not the best time to address issues in the OVOC Board because they can be disruptive to the rehearsal itself and there is not adequate time for resolution. Unlike the member to member conflicts discussed above, Board conflicts are not under the authority of the conductor or musical director, who needs to maintain authority over the rehearsal itself.