

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.

Chart of possible conflicts and their current recourses and actions. For this chart, a conflict is a disagreement with personal affront and potential of humiliation, not a routine difference of professional opinion.

Parties in conflict	First level action	Higher level actions, if offended party escalates the conflict		
		Second	Third	Highest level action
Board Director or Representative to Board Director or Representative	One on one conversation with other conflicted individual	Private and open communicatino with President and Executive Committee	Open discussion during regular Board meetings	Board can vote to dismiss Board Director(s)
Member complaint against Board Director	One on one conversation	Written suggestion submitted to Board Directors through website or suggestion box	Mediation by representative, Board President, or Executive Committee	One party refuses any further communication
Soloist and Conductor or Musical Director	Guidance by Conductor or Musical Director	Conductor or Musical Director warns soloist		Conductor or Musical Director replaces soloist
Ensemble Musician and Conductor	Guidance by Conductor or Musical Director	Mediation by representative	President or Executive Committee gets involved, hears case	One party leaves the organization
Musician and Musician	One on one conversation	Mediation by Conductor or Musical Director	President or Executive Committee gets involved	One Musican leaves organization
Anyone breaking rules of Host Facility	Guidance by Conductor or Musical Director or PAC personnel	Warning to offender		Police escort person out of facility
Anyone breaking OVOC Weapon/Drug Policy	Warning to offender	Removal from premises for event/rehearsal		Removal from participation for rest of season (serious infractions may immediately elevate)

Definition of terms

Title	Definition
Board Director	A person on the OVOC Board of Directors, including in this case the Orchestra and Chorus Representatives and the OVOC Coordinator
Representative	The elected chorus rep or orchestra rep. These serve on the Board alongside the Directors
Member	Any participant in OVOC productions or a supporter, as defined by the OVOC bylaws
Conductor	Conductor of the chorus or orchestra
Musical Director	The director of the Broadway-style musical
Soloist	Anyone with a solo part or ensemble part that required a tryout or an audition. Note this includes all stage performers in the Broadway-style musical
Ensemble Musician	Anyone singing in the chorus or playing in the orchestra, not chosen by audition.
Musician	Anyone who sings or plays an instrument in an OVOC performance. Includes soloist and ensemble musicians
Host Facility	The PAC, public school, church, or any other place of performance or rehearsal