



# Natural Voice Network

## Code of Conduct for Members

### 1. Preamble - NVN Philosophy, Working Principles and Code of Practice

As a 'community of practice' the Natural Voice Network (NVN) is a supportive environment for the collective representation of the range of individual voices, perspectives and practices that arise from the diverse situations where we sing, learn and play together.

When members join the Network, or renew their membership, they (re)affirm their commitment to the Network's [Philosophy and Working Principles](#) and the [Code of Practice](#). These are documents about how we, as members of the Network, carry out our creative work as voice practitioners, choir leaders and workshop leaders.

The rest of this document describes our conduct towards other NVN members, including the Trustee Board, towards the singers we work with and towards other professionals.

### 2. Objective of this Document

This Code of Conduct provides general guidelines for conduct by NVN members during singing sessions, conferences, events, meetings, committee and other volunteer work, mentoring relationships, and all online spaces including (but not limited to) social media.

The Code embodies shared values and experiences that contribute to any member's individual ethical judgments and decisions.

Whereas the Code sets out guidelines for the ethical conduct of all NVN members, it cannot deal specifically with all circumstances that may arise. Nonetheless, each NVN member shares the responsibility to ensure that individual and collective conduct is appropriate.

### 3. Guiding Principles

NVN members will embrace the Code of Practice and further inform themselves with regard to the policies that can be found in the [NVN Members' Handbook](#) in the members' area of the website.

NVN members will act with integrity towards their singers, fellow members, and fellow professionals.

### **3.1 Person to Person**

NVN members will at all times behave in a respectful manner. Discrimination based on age, race, colour, gender identity, sexual preference, religious belief or lack thereof, political persuasion, background, or national origin will not be tolerated.

The NVN believes in the free sharing of knowledge and experience to aid the development and growth of its members and their singers. NVN members will act in a spirit of collaboration, not competition, with fellow members and colleagues.

Members will strive to establish respectful, collegial and courteous relationships with other members, trustees, singers and other professionals.

### **3.2 Resources**

Members will be sensitive to the cultural origins and, where applicable, the composers / arrangers of the songs they teach and will share their knowledge of such origins or authorship with their singers. Where those songs are not in the mother tongue of the majority of their singers, members will do their utmost to establish the correct pronunciation of the lyrics, together with a reliable translation or summary of the meaning of the song text. This applies equally to songs shared by other members at meetings and conferences.

### **3.3 Continuing Professional Development**

NVN members will seek to uphold the reputation of the profession and regularly upgrade their professional knowledge and skills, as well as maintain awareness of professional developments, procedures, and standards that are relevant to their field.

NVN members will encourage and support colleagues in their professional development.

### **3.4 Reputation of the Network**

NVN members will not engage in conduct that will bring the profession and/or the NVN into disrepute.

NVN members will not speak in the name of the NVN without the consent of the NVN Trustee Board.

Members are encouraged to promote their NVN membership and use the logo on stationery, websites and promotional material for their choirs and other singing events, assuming that such activities are rooted in the NVN ethos and reflect the principles and practices enshrined in the NVN's Philosophy and Working Principles and Code of Practice.

## **4. Compliance**

The NVN entrusts its members to respect, both individually and collectively, the codes of conduct set out in this document and to uphold at all times the foundational principles and ethical values embraced by the Network.

The NVN constitution makes provision for the termination of membership should the trustees determine that it is in the best interests of the Network for an individual to be removed from membership. Serious breach of the Code of Conduct may provide grounds for this provision to be invoked.

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