



# Conflict Expectations

## Foreword

As a contracted member of Cap City you are required and expected to be in attendance during the entire duration of any rehearsal weekend. We understand that members are also involved in other activities outside of Cap City including school and work. In the event that a conflict arises, we ask that the staff be notified as soon as possible. The expectations for handling conflicts are laid out in this document.

## Submitting on the Website

Any conflict that arises should be submitted on the website a *minimum* of **1 month in advance**. Once a conflict has been submitted it will then be at the discretion of the staff members to approve the conflict. A conflict is only excused if it has been approved on the website. Failure to submit a conflict on the website, an unexcused absence or failure to communicate will result in appropriate consequences.

## Consequences

Submitting conflicts in a timely manner allows the staff to plan the most efficient and productive rehearsals with the highly talented staff at our disposal. In the event of a conflict it is the member's responsibility to properly communicate these conflicts to the administrative staff. Failure to do so will result in the following three strike process:

1. **Reminder:** Everyone makes mistakes and this system is set up so that everyone has the best chance for success. On the first unexcused/unmarked absence there will be a conversation between the member and the administrative staff about the importance of the conflict process.

2. **Fine:** On the second offence; unexcused/unmarked absence the member will be charged a \$50 fine in addition to their dues. The administrative staff has worked tirelessly to organize and plan out our weekend schedules so that we use the staff/members time effectively. We also have design staff that are flown in from across the country. It is quite counterproductive to have those staff members present with a minimal number of members.
3. **Loss of Position:** Cap City takes our attendance policy very seriously and at the time of a third offence there will be an additional fine of \$50 as well as the staff's permission to actively search for someone to fill your spot in the ensemble. We require a world class level of commitment in Cap City and someone who has failed to show up to rehearsal or failed to communicate does not contribute to the success of the ensemble.

## DCI Conflicts

Cap City seeks well-rounded and ambitious members who are committed to working hard to better themselves as well as the ensemble as a whole. We strongly encourage our members to march drum corps during the summer, and understand that those auditions may conflict with Cap City rehearsals at times. However, our top priority is this season of Cap City, and we must do everything we can to ensure that it's a success for all members. As stated in the membership contract, members of Cap City are permitted to attend auditions for **ONE** drum corps throughout the season. In the event that the member is cut from their first choice group, any subsequent auditions must be completed via video.