

9.3. Discrimination and Harassment: The ASO is committed to providing a work environment that is free of unlawful discrimination and harassment. The ASO shall not condone nor tolerate any actions, words, jokes, or comments based on an individual's sex, race, national origin, religion, disability, sexual orientation, or any other legally protected category.

9.3.A. Reporting: Individuals and/or members of the orchestra who believe they may have been subjected to any form of discriminatory or harassing behavior by anyone, must immediately bring the matter to the attention of any member(s) of the Board of Directors.

9.4. Code of Ethics: It is the policy of the ASO that its Board members uphold the highest standards of ethical and professional behavior. To that end, all members and volunteers shall dedicate themselves to carrying out the mission of this organization and shall:

- 1) Demonstrate the highest standards of personal integrity, truthfulness, honesty, and professionalism in all activities.
- 2) Consistently engage in carrying out the ASO's mission in a professional manner.
- 3) Serve with respect, concern, courtesy, compassion, and responsiveness in carrying out the organization's mission.
- 4) Treat with respect and consideration all persons, regardless of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age or national origin.
- 5) Collaborate with and support other professionals in carrying out the ASO's mission.
- 6) Respect the structure and responsibilities of the board of directors, provide them with facts and advice as a basis for their making policy decisions, and uphold and implement policies adopted by the board of directors.
- 7) Respect and protect privileged information to which members have access in the course of official duties.

9.5. Conflict of Interest: All ASO Board members and volunteers must remain free of any potential influence, interest or relationship that might conflict with the interests of the ASO. Each individual must seek to avoid any activity which interferes or might interfere with the independent exercise of his or her judgment in the interest of the ASO.

9.5.A. Members shall not have any direct or indirect interest, financial or otherwise, engage in any business transaction or professional activity, or incur any obligation of any nature, which is in conflict with the proper discharge of his or her duties in the public interest including the acceptance of gifts and/or bribes.

9.6. Whistleblower Policy: The ASO requires all Board members and volunteers to practice honesty and integrity while fulfilling their responsibilities and comply with all applicable laws and regulations. The objectives of this policy are to establish policies and procedures for: submission of concerns regarding questionable accounting, auditing matters, or violations on a confidential and anonymous basis; the receipt, retention, and treatment of complaints received by

the organization regarding accounting, internal controls or auditing matters; and the protection of individuals reporting concerns from retaliatory actions.

9.6.A. Reporting Responsibility: All individuals associated with the ASO have an obligation to report in accordance with this Whistleblower Policy (a) questionable or improper accounting or auditing matters, and (b) violations and suspected violations or concerns.

9.6.B No Retaliation: This policy is intended to encourage individuals to raise concerns with the ASO for investigation and appropriate action. With this goal in mind, no director, volunteer, or member who, in good faith, reports a concern shall be subject to retaliation or, adverse consequences. Moreover, anyone who retaliates against someone who has reported a concern