

Raleigh Area Flute Association

Statement of Ethics, Diversity, Equity, and Inclusion

The Raleigh Area Flute Association (RAFA) is committed to providing a safe and healthy environment in all its activities and will not tolerate harassment or abuse of power of any kind. We challenge and commit ourselves to celebrating our mission by providing high-quality educational and performance opportunities for flutists while ensuring our organization is a safe and respectful place for all.

Ethics

RAFA is committed to fostering an environment in which every member, sponsor, and guest artist is treated with courtesy, fairness, and mutual respect. We ask our members to maintain the highest standard of professional conduct and personal integrity, and we promote conditions that ensure the rights, safety, and well-being of all people involved in RAFA's activities.

Diversity, Equity, and Inclusion

RAFA is an equal opportunity, nondiscriminatory organization in which flutists from all backgrounds can come together for inspiration and for cultivating personal, professional, and artistic excellence. We foster a climate of mutual respect and empathy among members by nurturing an atmosphere that promotes equal opportunity and prohibits discriminatory practices or treatment on the basis of race, color, religion, national origin, sex, age, disability, or sexual orientation.

RAFA welcomes people of all races, ethnicities, religions, creeds, national origins, genders, sexual orientations, physical abilities, ages, and social, economic, and educational backgrounds. We celebrate our differences and welcome a broad range of ideas, experiences, viewpoints, and intellectual approaches because they allow us to grow and create a vibrant, inclusive community. We invite persons from a variety of ethnic backgrounds to serve on RAFA's Board of Directors, to participate as full members in our organization, and to perform as concert or masterclass guest artists.

As an organization committed to ensuring the safety and well-being of our members, we reserve the right to terminate a membership or a contract with a guest artist when the Board of Directors finds that a member or guest artist or his or her conduct adversely affects the purposes of the organization.

Filing a Complaint

Any person who believes that RAFA, a member, or a guest artist has behaved in a way that is inconsistent with this Statement of Ethics, Diversity, Equity, and Inclusion may submit a message on the **Contacts** page (www.rafaflutes.org/contact/) on the RAFA website. The RAFA Board of Directors will address all complaints in a timely and courteous manner.