

Marching 97 Inclusion and Equity Policy

PURPOSE

The Marching 97 believes that members become the best they can be when they take initiative to confront and solve interpersonal and institutional problems. Our role in this is to empower our members to identify and confront harassment, discrimination, and otherwise inappropriate behaviors.

This document serves to outline our expectations for the conduct of our members with regard to conflict resolution and maintaining a healthy community that fosters personal growth.

As a band, we commit ourselves to:

Fostering an inclusive band environment by

- Promoting awareness and acceptance of individual differences and intersectionality.
- Encouraging and creating a positive and welcoming environment for all members.
- Holding our peers accountable for their adherence to these responsibilities

Being actively anti-discriminatory through

- Individual regard for self-evaluation and reflection.
- Willingness to engage in open and insightful dialogue.
- Identifying and intercepting inappropriate behavior.
- Active participation in diversity training seminars.
 - Members attending band camp must attend at least two (2) training seminars facilitated by the Marching 97 before the end of the marching season.
 - Members not attending band camp must attend at least one (1) training seminar

And acting as positive representatives of the Marching 97 by demonstrating exemplary behavior.

SELF-EDUCATION - RECOGNIZING & PREVENTING PROBLEMATIC BEHAVIOR

Refer to:

- [Harassment & Non-Discrimination Policy](#)
- [The Principles of Our Equitable Community](#)

REPORTING INCIDENTS

After the incident occurs, strongly consider reaching out directly to the person(s) involved. If you are uncomfortable with reaching out to them directly or have done so with unsatisfactory progress, you are strongly advised to report the situation to someone who can help (listed below in ascending order of authority):

- A friend in the band (who you give the authority to represent you)
- Rank Leaders
- The Executive Board or specific members of the Executive Board
- The Director of Bands
- Appropriate Lehigh University office(s)

It is recommended, but not required, that you progress through these levels of authority. You may be referred to higher levels as seen fit (e.g., if a rank leader feels unqualified to handle a certain issue they can refer you to the Exec Board, if the Exec Board and Director of Bands feel an issue is outside of the scope of the organization they may refer you to the University, etc.).

If you are in your first season in the Marching 97 you are encouraged to reach out to your Refrosh concerning any issues to seek help. If you are unsure of the appropriate level to reach out to it is advised to reach out to the Manager.

BAND MEMBER RESPONSIBILITIES

Any member(s) approached by another band member seeking conflict resolution is, with little exception, expected to take some sort of action, be it mediating a discussion or deferring to another member or an authority figure. Failure to take any of these actions means you may be held at least partially culpable for the incident at hand, since we expect more from our members than to choose inaction when given a situation of injustice and the opportunity to help.

The member(s) who choose to facilitate a conversation are to serve solely as **impartial** mediators of civil, productive discourse. These discussions are for members to understand each other's point of view, educate one another, and reach a respectful resolution. If you are unable to find or agree on an impartial mediator, reach out to the Manager or another executive to help you find one.

PROPER RESPONSES TO MISCONDUCT

NOTE: It is expected of band members to uphold these above responsibilities inside and outside of official 97 Events.

Each band member, if the circumstances permit and the individual is comfortable, commits to take action to de-escalate the situation if they witness an act of discrimination or harassment using the Step Up Method.

Step Up Method:

1. Be Ready – If you hear or see something that is inappropriate, harassing, or discriminatory, think of yourself as the one to Step Up. Know what you will say. “Why do you say that?” or “Why is that funny?”
2. Identify the Behavior – Point out someone’s behavior to help them hear what they are saying. “Do you really mean what you just said?”
3. Appeal to Principles – Call on higher values (compassion, empathy, etc.).
4. Set Limits: Draw a Line – You can’t control others, but you can make others aware of

what you will not tolerate. “Don’t tell racist jokes or use that language in my presence anymore. If you do, I will leave.” Follow through.

5. Find an Ally/Be an Ally – Be inclusive and welcoming to all.

If a solution cannot be reached through one-on-one conversations using the Step Up method, refer to “REPORTING INCIDENTS.”

GENERALIZING THIS FRAMEWORK

This problem-solving framework can and should be extended to handle problems other than harassment or discrimination and is written with language that allows for this. We encourage our members to actively solve any kind of conflict, big or small, isolated or far-reaching, with this approach.

I agree to abide by the 2026 Marching 97 Inclusion and Equity Policy.

Sign: _____ Date: _____