

Waiver Statement:

PERSONAL WAIVER

I agree to follow all health and safety measures outlined by Encore Creativity Corporation, regarding Covid-19. Risk of exposure to COVID-19 exists in any public place, where people are present. COVID-19 is an extremely contagious disease that can lead to severe illness or worse. According to the Centers for Disease Control and Prevention, older adults and guests with underlying medical conditions are especially vulnerable.

I voluntarily assume all risks related to exposure to COVID-19.

I grant permission to Encore to record, reproduce and use my likeness and voice (singing and speech) at any time while I am a member of the organization and to use any and all recordings, photographs, film, or video for an unlimited use in any manner the organization may choose at any time, whether or not I remain a member of the organization.

By providing my permission, I agree that I will not assert or maintain against Encore, its successors, assigns and/or licensees, any claim, action, suit or demand of any kind or nature whatsoever, including but not limited to, those grounded upon invasion of privacy, rights of publicity or other civil rights, or for any other reason in connection with Encore's use of my sound or likeness in any manner herein provided.

I hereby release Encore, its successors, assigns and licensees, and each of them, from and against any and all claims, liabilities, demands, actions, causes of action(s), costs, and expenses whatsoever, at law or in equity, known or unknown, anticipated, or unanticipated, which I ever had, now have, or may or shall hereafter have, by reason, matter, cause, or thing arising out of Encore's use as herein provided.

ENCORE REFUND POLICY

We will honor individual requests for a full refund until 11:59 PM on the date of **your registered program's second rehearsal**. After this point, no refunds will be issued. If circumstances warrant a shut-down of in-person rehearsals, Encore has added online rehearsals to cover any sessions missed. Participants can continue the sessions online, until in-person rehearsals are restored. Since an alternative form of study is available, no refunds for the shut-down of in-person rehearsals will be issued.

ENCORE CREDIT POLICY

Should special circumstances warrant that a singer must withdraw from programs, a credit may be issued to use toward future program participation.

ENCORE CREATIVITY CODE OF CONDUCT

Encore values diversity and invites all to share, learn, and create in an environment of respect. We are dedicated to inclusion and welcome all staff, singers, and audience members: those of every race and ethnicity, age, sexual orientation, gender expression and identity, disability, veteran status, and religious and socio-economic backgrounds. We are a caring and equitable community where participants with different backgrounds, abilities, and experiences can thrive within our artistic

family. The following Code of Conduct is meant to further our mission and foster an environment where all Encore singers feel welcome, valued, and safe. It applies to all members of the organization at all times while involved in Encore activities.

- Singers shall treat each other with respect, dignity, and grace. All members are entitled to a space free of harassment or discrimination.
- Singers shall create an environment conducive to professionalism.
- Singers shall strive to reflect Encore's community in a positive manner in all activities.
- Singers shall not behave in a way unbecoming to Encore's mission or commitment to diversity, equity, inclusion, and accessibility.
- Singers shall not use language or humor that may be offensive in nature.
- Singers shall promote and protect Encore Creativity's zero tolerance policy regarding physical, mental, emotional, or sexual harassment or abuse.

Failure to adhere to the Code of Conduct as written above may result in limiting, suspending, or termination of membership with Encore Creativity and its activities. Formal complaints must be lodged in writing via email to the info@encorecreativity.org email address or in a formally arranged phone conversation with the CEO. After this step has been taken, the Encore Central Team will determine the next steps.

Should action be required, Encore Creativity will take the following actions:

1. A verbal warning with the Encore Creativity team
2. A written warning involving Encore Board of Directors
3. Suspension from Encore programs for a specific amount of time as determined by the Encore Board of Directors
4. Termination of membership of Encore Creativity

Please note that Encore Creativity has the right to remove any member with a refund at any time.