



BailaCura

"Using the power and passion of dance to raise funds and support for cancer research and patient care."

POLICIES

Prepared by:
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President, BailaCura



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Article I. Fundraising and Donations

Article II: Code of Conduct Policy

Article III. Amendments

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ARTICLE I. FUNDRAISING AND DONATIONS

Section 1. Purpose

All fundraising will be consistent with the mission statement.

"We use the power and passion of dance to raise funds and support for cancer research and patient care."

Consistent with the mission statement, there are two intents for the efforts of BailaCura: to raise funds and to garner support. The efforts to achieve both intents, funds and support, will be applied to two separate end states: cancer research and patient care. These intents and end states are both separate, but mutual.

Section 2. Fundraising

Proceeds from each fiscal year will be donated to organizations or persons consistent with the mission statement and at the discretion of the Board of Directors. BailaCura seeks to support sustainable expenditures through ticket sales consistent with the fabric of a not for profit organization.

Section 3. Donations

Consistent with Article I, Section 1, there will be three funds: general funds, funds for cancer research, and funds for patient care. General funds will be used to support expenditures. Donations received through individuals, corporations, businesses, ticket sales, direct donations, or any other means will be considered general funds, unless directly specified to be funds for cancer research or funds for patient care. Donations may not be earmarked for specific individuals, organizations, research programs, or any other means. Donations may only be earmarked for one of the three funds.

ARTICLE II. CODE OF CONDUCT POLICY

Section 1. Purpose

BailaCura has zero tolerance for cyberbullying, harassment, advocating for violence, racially- or hate-filled remarks, and discrimination.

Section 2. Notice of Violation of Code of Conduct

Any person – whether a board member, member, volunteer, contractor, artist, or anyone hired to represent BailaCura – who displays these views in any way, shape, or form will not be tolerated. Any incident with a person representing BailaCura should be reported immediately to a Board Member.

Section 3. Review Process

Any incident brought to the attention of a Board Member will be reviewed and acted upon by the President of the Board of Directors and two additional Board Members within 3 days through a review process. The reviewers must not have a conflict of interest with the person or incident in question. If there is a conflict of interest, another Board Member will replace that reviewer.

The review process will consist of:

- Reviewing the incident by the 3 reviewers



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- Deciding on the severity of the incident with a 2-vote majority of the reviewers

Section 4. Resolution of Review Process

Issues that we have zero tolerance for – cyberbullying, harassment, advocating for violence, racially- or hate-filled remarks, and discrimination – will be dealt with via immediate dismissal from the organization. If immediately dismissed from the organization, the dismissed person must remove any representation of BailaCura in all aspects. They will not be allowed to promote, be involved, or be associated with BailaCura in any aspect permanently.

Issues that are not deemed to be within the categories of zero tolerance but are still problematic and contradictory to the values of BailaCura will be dealt with by retraining.

Retraining consistent of 3 actions:

1. Sign a copy of the social media policies
2. Reconcile the incident, removing content, or whatever is deemed wanted by the reviewers
3. Will have a consultation with the President of the Board of Directors to ensure understanding of the mission of the organization and what the organization represents

Section 5. Conditions to Retraining

If a previously retrained person has a second incident brought to the attention of a Board Member, they will be immediately dismissed without a review process by the President. Additionally, any member that is later discovered to not have reported an incident will be addressed via Retraining.

ARTICLE III. AMENDMENTS

Section 1. Amendments to Policies

The Policies may be amended in any manner at any regular or special meeting of the Board of Directors. Specific written notice of the proposed amendment of the Policies or changes to be affected must be given to each director at least three (3) days in advance of the meeting. Amendments require unanimous vote by the Board of Directors.



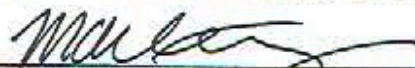
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ARTICLE IV. ADOPTION OF POLICIES

We, the undersigned, are all of the directors of this corporation, and we consent to, and hereby do, adopt the foregoing Policies, as the Policies of this corporation.

ADOPTED AND APPROVED by the Board of Directors on this 05 day of JULY, 2020.



Matthew Bergens - President

APPROVED VIRTUALLY

Darryl Zeldin - Vice-President

APPROVED VIRTUALLY

Jenny Geska - Artistic Director

APPROVED VIRTUALLY

Christopher Kellam - Treasurer

APPROVED VIRTUALLY

Susan Mykalcio - Secretary

APPROVED VIRTUALLY

Susana Beltran - Board Member

APPROVED VIRTUALLY

Cristal Chinchayan - Board Member

APPROVED VIRTUALLY

Patrick Barnes - Board Member