



NATS Code of Conduct

National Student Auditions & Events

Our Commitment

NATS believes that singing has the power to transform lives. Everything we do is in service of that vision and our mission to advance excellence in singing through teaching, performance, scholarship, and research. When we gather, we gather as a community united by that shared purpose.

The Code of Conduct applies to behavior in NATS events, both online and in person, and is not intended to limit personal viewpoints or lawful expression. Expectations are focused on maintaining a professional, respectful, and non-disruptive environment for all participants.

We are committed to being a welcoming, inclusive space where every voice is valued. This Code of Conduct reflects our organizational values: supporting voice professionals, celebrating the contributions of all, encouraging individual creativity, and upholding ethical principles in everything we do.

Expected Behavior

All participants — members, students, guests, presenters, volunteers, and staff — are expected to:

- Treat every person with courtesy, dignity, and respect.
- Engage with differing perspectives and approaches in a spirit of curiosity and collegiality.
- Honor the performers by refraining from disruptive behavior during sessions, auditions, and performances.
- Communicate concerns or disagreements through appropriate channels rather than confrontation.
- Uphold the ethical standards that define our profession and comply with applicable NATS policies, including the Code of Ethics.

Unacceptable Behavior

The following will not be tolerated at any NATS event:

- Harassment, discrimination, or intimidation of any kind, including conduct related to race, ethnicity, gender, sexual orientation, religion, disability, age, or national origin.
- Verbal abuse, threatening language, or personal attacks toward any participant.
- Disruptive conduct that interferes with sessions, auditions, performances, or the experience of other attendees.
- Any behavior that endangers the safety or well-being of others.

Consequences

NATS reserves the right to take appropriate action in response to any violation of this Code of Conduct. Event leaders and designated NATS representatives have the authority to de-escalate in real time to address behavior that disrupts or violates this Code of Conduct. Subsequent actions will be determined by NATS staff and leadership in accordance with organizational policies and governance. Depending on the nature and severity of the behavior, consequences may include a formal warning, removal from the event without refund, and/or termination of NATS membership. These decisions will be made by NATS staff and leadership and are final.

External or informal efforts to influence event outcomes or decisions fall outside the governance structure of NATS and will not be recognized. Likewise, intimidation, or attempts to pressure participants, adjudicators, or organizers through direct or indirect means will not be tolerated.

Reporting Process

If you witness or experience behavior that violates this Code of Conduct, please report it promptly to a NATS staff member or officer, NSA Team representative, or event leader (e.g., chapter, region, or national leadership). All reports will be handled with discretion and taken seriously. Reports will be reviewed promptly by appropriate NATS leadership. Depending on the circumstances, this may include gathering additional information, consultation with relevant officers, and determination of appropriate action.

Concerns about adjudication, results, or event administration must be addressed through established NATS processes and not through public confrontation or informal escalation. NATS is committed to ensuring that raising a concern never results in retaliation.

A Note on Community

We recognize that our events bring together teachers, students, and performers at every stage of their journey. The relationships formed here are among the most meaningful our profession offers. We ask each attendee to help protect that spirit of community by holding themselves and one another to the highest standard of care and respect.

Thank you for being part of the NATS community.