



Anti-Discrimination Policy

MUSICIAN'S PORTAL VERSION · AUDITIONS, CONTRACTING & ENGAGEMENTS

Policy statement. The Fredericksburg Symphony Orchestra is committed to equal opportunity, nondiscrimination, accessibility, and an environment in which every person is treated with dignity and respect.

1. Equal Opportunity

FSO does not discriminate on the basis of race, color, ethnicity, national origin, ancestry, religion, sex, pregnancy, childbirth or related medical conditions, sexual orientation, gender identity or expression, age, disability, genetic information, marital status, military or veteran status, or any other characteristic protected by applicable federal, state, or local law.

2. Scope — Musicians & Guest Artists

This policy applies to auditions, musician selection and contracting, employment and compensation, and guest-artist and commissioned-creator engagements. Artistic and personnel decisions may be based on legitimate qualifications, professional standards, organizational requirements, repertoire, instrumentation, and the needs of the orchestra.

3. Harassment, Retaliation, and Accommodation

FSO prohibits unlawful harassment, retaliation, and other discriminatory conduct. No person will be penalized for making a good-faith report, requesting an accommodation, or participating in a review. FSO will provide reasonable accommodations for qualified individuals with disabilities, pregnancy-related needs, and sincerely held religious practices when required by law.

4. Reporting and Response

A concern or accommodation request may be reported to the Executive Director, Music Director, or Board Chair using the contact information available through FredericksburgSymphony.org. A report may bypass any person involved in the concern. FSO will review reports promptly and as impartially as reasonably possible, protect information to the extent practical and lawful, and take appropriate corrective action when warranted. This policy does not prevent any person from using an external legal or administrative process.