

Code of Conduct



Dancer Behavior Policies

Company Members are the leaders and role models of ROOTS Dance Academy. They represent ROOTS to the highest level in terms of character, discipline, and behavior. They always aim to maintain a positive and respectful attitude.

- Company members are prompt. Dancers should arrive to classes, performances, and rehearsals EARLY to warm-up, stretch, and review. Company members understand that discipline is a core value of ROOTS Academy.
- Company members are gracious. They ALWAYS thank their mentors, choreographers, and instructors after class, no matter who it is. Company members are welcoming to subs, guests, and new teachers. They respect whoever is teaching them.
- Company members look professional at all times with proper dance apparel, shoes, and hair.
- Company members take advantage of every opportunity for growth and continued dance education, whether that be additional conventions, workshops, or master classes.
- Company members function with a team mindset. Teammates hold each other accountable, support each other, and treat each other with absolute kindness. Company members will do their best to maintain a positive spirit, leaving all negativity at the door.
- Company members DO NOT discriminate based on ability, age, gender, color, ethnicity, culture, traditions, or family life. We celebrate all differences.
- Company members DO NOT gossip. We do not speak ill of mentors, other teachers, the studio, teammates, or other dancers. Negativity and gossip will NOT be tolerated and will be addressed.

Parent Expectations

- We strive to create a culture of trust and honesty. At ROOTS, admin and mentors are striving to create a safe and nurturing environment for dancers to learn and grow. We expect Company parents to model respect for the decisions made by the Director, Managers, Coordinators and Mentors.
- Volunteer. Company parents are expected to volunteer for recital and other events.
- Positive Conflict Resolution. When conflict or situations arise that require further direction, we expect parents to request a meeting with the involved party directly. If insufficient resolve continues, we expect the situation to be brought to the admin team where an open and honest conversation will be facilitated in a professional and understanding manner.

Instagram, Facebook and Other Social Media

- Parents or dancers who create Facebook groups must add a ROOTS Faculty member as an admin for that group.
- Dancers are encouraged to associate themselves with ROOTS when posting. If ROOTS is tagged or mentioned on a post, it must portray integrity, professionalism, and a positive image. Dancers will be asked to remove any post that does not reflect ROOTS in a positive light.
- ROOTS should not be held liable for any repercussions a dancer's post may generate.
- No social media account or group should be created using the ROOTS name or branding without authorization from the ROOTS Academy President.

Group Messages

- Dancers are expected to reflect positive attitudes inside *and* outside of the studio. Any negativity, gossip, or ill behavior that is brought to the attention of a ROOTS Staff member will be addressed immediately.
- Dancers understand that anything they send or post is permanent and always has the potential to be shared. Dancers must be cautious at all times with their responses and participation.

Dancer Name (please print)

Parent Name (please print)

Dancer Signature

Parent Signature