

## **INTERPRETATION & APPLICATION**

1. References to the “studio” or “studio management team” are respectively deemed to include both the Regina and Saskatoon SaskExpress Studios and the Regina and Saskatoon management team, unless the context specifies otherwise.
2. The provisions of this code of conduct apply to all students, parents/guardians, the CEO, business manager, studio director(s), instructors, and employees of the SaskExpress Studios, unless otherwise stated.

## **REQUIRED STANDARDS OF CONDUCT**

1. All students, parents/guardians, studio director(s), instructors, and employees will treat each other with respect. There is a zero-tolerance policy for racism, bullying, negative attitudes, and discrimination.
2. Positive behavior is expected during classes, choreography sessions, rehearsals, competitions, performances and all other studio events.
3. Gossiping or derogatory comments, in class and on social media, will not be tolerated.
4. When representing the SaskExpress Studio, positive, responsible, and professional behavior is expected. Any verbal discussion or physical activity that could negatively impact the reputation of the studio is not acceptable.
5. When attending competitions or other events, displays of encouragement and support toward competitors and other studios is expected. Comments or concerns about another group should be brought to the attention of the studio management team only.
6. Applause is proper theatre etiquette to show support and enthusiasm. Students are expected to display gracious behavior when accepting placements and awards at workshops and competitions.
7. Failure by a student or by the student’s parent/guardian to abide by this code of conduct may result in discontinuation of the student’s enrolment in and involvement with the studio.

## **BEHAVIOR INCONSISTENT WITH CODE OF CONDUCT**

Behavior that breaches this code of conduct will be dealt with in the following manner:

### **1. Initial Consultation**

For matters involving students, parents/guardians, or studio instructors, a member of the studio management team will meet with the individuals involved. For other matters, the SaskExpress business manager, as appropriate, will conduct the initial consultation with the individuals involved. The problem will be defined on paper. Goals will be established and an approach for solving the problem will be determined.

### **2. Second Consultation**

If the initial plan for solving the problem fails, a second meeting will be held with the SaskExpress CEO. Another attempt to identify the problem and establish new problem solving approaches will be discussed. Consequences will be determined, should the problem continue.

### **3. Suspension or Discontinuation of Studio Enrolment or Involvement**

If the previous processes have been executed and the problem persists, the student and/or parent/guardian may be suspended from the studio indefinitely.

**Please Note: The studio management team reserves the right to suspend children from the studio who exhibit behavior that is considered harmful to themselves or others at any time.**