

## CODE OF CONDUCT

AT **COBEQUID DANCE ACADEMY INC.** WE STRIVE TO PROVIDE A SAFE, POSITIVE AND CARING LEARNING ENVIRONMENT FOR CHILDREN AND ADULTS THAT IS INCLUSIVE AND RESPECTFUL OF DIVERSITY.

The following people are expected to behave in a respectful manner and comply with this Code of Conduct:

- Dance Teachers employed by Cobequid Dance Academy Inc.
- Substitute teachers hired by Cobequid Dance Academy Inc.
- Students of Cobequid Dance Academy Inc., both children and adult
- Parents/Guardians of children enrolled at Cobequid Dance Academy Inc.
- Visitors to Cobequid Dance Academy Inc.

## GUIDING PRINCIPLES FOR APPROPRIATE BEHAVIOUR

### **Be Respectful**

We are respectful of ourselves and other people. We are respectful of the ideas, feelings and abilities of others. We are respectful of the learning environment, the school, and the studio including equipment and materials.

### **Be Safe**

We behave in a manner that aims to keep ourselves and others from getting hurt.

### **Be Cooperative**

We solve our problems by asking questions, talking and listening to each other respectfully to find a solution. When we cannot solve a problem ourselves, we ask for assistance.

### **Be Supportive of Learning**

We learn to the best of our abilities and support the learning of others.

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## **DEVELOPMENTAL CAPABILITIES OF CHILDREN**

I/we understand that it is normal for children to display inappropriate behaviour at times for a variety of reasons. The developmental capabilities of each child will always be considered when determining both expectations for behaviour and consequences of inappropriate behaviour.

## **APPROPRIATE USE OF TECHNOLOGY**

In an effort to protect the privacy rights of our students, both adults and children will refrain from using electronic devices within Studio A, B or C without permission from a teacher. Electronic devices in the school (CDA Inc.) must be used in a manner that does not interfere with the learning of others, expose others to inappropriate content or put the privacy of others at risk.

To protect the privacy of students and enforce copyright laws surrounding public performances, electronic video devices are prohibited at The Nutcracker and all year end performances (Recitals). The choreography performed at The Nutcracker and Recitals are the artistic property of the choreographer. Any video shot without permission is in violation of this Code of Conduct.

## **UNACCEPTABLE BEHAVIOURS**

The following behaviours by children and adults are deemed unacceptable:

All forms of bullying (physical, verbal, emotional, social or cyber bullying), including comments, actions or visual displays that are intentional, hurtful and repetitive

Behaviours that aim to exclude others from a group and spreading gossip or rumours

Harassment, including behaviour that degrades, demeans, humiliates or embarrasses someone

All forms of abuse (sexual, physical, verbal, psychological), in any form including verbal, in writing or otherwise

Discrimination against any person or group because of their race, colour, ancestry, nationality or place of origin, ethnic background, religion, age, sex, gender-determined characteristics, sexual orientation, marital and family status, source of income, political belief and physical or mental disability

Any actions that put another person at risk of harm, including violent physical acts (with or without a weapon) and any threats that indicate a risk of harm or otherwise.

## PROACTIVE STRATEGIES

We actively strive to create a learning environment that supports the health, safety and well-being of all students enrolled at CDA Inc. by:

- Having realistic and developmentally appropriate expectations for learning and behaviour
- Establishing a learning environment that incorporates practices and materials that encourage appropriate positive behaviour and reduces the potential for inappropriate behaviour
- A well planned program that is based on each child's abilities and developmental needs
- Establishing consistent expectations for students both within the studio space and outside the studio space within the school to help students gain trust, sense of respect and self-control.

We create a positive learning environment for students by:

- Developing positive relationships with both students and parents and keeping a channel of communication open
- Establishing clear, consistent, and simple rules
- Stating rules in a positive way with reminders when needed
- Providing explanations for rules
- Working together (student, teacher and parent when necessary) to address issues and concerns
- Modelling and encouraging appropriate behaviour

## CONSEQUENCES FOR INAPPROPRIATE BEHAVIOUR

I/We will consistently respond to inappropriate behaviour by:

- Reminding those involved of the expectations and rules
- Using a respectful approach to explain why a behaviour is inappropriate and what behaviour is expected
- Responding to situations of inappropriate behaviour in a manner that is appropriate

Depending on the severity and frequency of the behaviour, further steps may be taken such as:

- Determine what factor(s) may be contributing to the behaviour and if those factors can be addressed
- Having a formal or informal meeting to discuss concerns and to develop a strategy to encourage appropriate behaviour in the future

In extreme cases, additional steps will be taken such as:

- Suspending or removing students from the class
- Requesting that the student withdraw from their program at CDA Inc.

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