



Code of Conduct

Mission:

To provide performing experience for talented young dancers through the creation of quality community-based, young oriented, classical ballet company while reaching, educating and enriching the audiences of the Macomb County community through special performances and formal concerts.

Role of the Dancer:

- I. Remember that you are representing the Macomb Ballet Company family and community. In exchange for the privilege of participation in the Macomb Ballet Company, members voluntarily agree to terms that restrict their abilities to speak freely, specifically on the context of social media platforms. Company members who use social media networking sites, such as Facebook, Twitter, Instagram and Snapchat need to be cognizant of their use on these platforms. Company members are prohibited from malicious use, demeaning statements, threats, incriminating photos, hazing, harassment, vandalism, stalking, underage drinking, use of tobacco, vaporizers & electronic cigarettes, illegal drugs, and other conduct that is unbecoming of a Macomb Ballet member.
- II. **Respect other dancers and directors**
 - a. Treat other dancers the way you would like to be treated, be courteous and respectful to everyone you come in contact with.
 - b. Show mutual peer respect by respecting other's ideas and opinions.
 - c. Dancers should act as role models to all students and conduct themselves accordingly

As a member of MBC, dancers are expected to respect their fellow dancers at **ALL TIMES**. MBC has a zero tolerance policy when it comes to put downs, bad attitudes, negativity and poor sportsmanship. Dancers and parents are asked to be supportive of MBC. Any and all comments that could potentially be negative must be kept to yourself. If you have a concern or comment, please contact the artistic director via email or phone.

Any dancer who acts in a negative manner will be asked to leave rehearsal immediately. This will be counted as one unexcused absence. In addition, these dancers will be dealt with at the discretion of the artistic director. More than one offense **will** result in a loss of a role, with role going to an understudy, or the dismissal of the member from MBC.

The following behaviors will not be tolerated and will result in a loss of role or dismissal from MBC:

- a. Any derogatory remarks, facial expressions or body language
- b. Whispering of any kind-positive or negative
- c. Negative texting, emails, tweets, statuses etc. about fellow dancers or directors.

- d. Talking about directors or other members behind their backs
- e. Any derogatory remarks to directors or other dancers
- f. Disruptive behavior of any kind including talking during choreography or rehearsal sessions or while other dancers are learning or performing
- g. Absolutely no cell phones or texting in the rehearsal room-this will result in removal from the rehearsal and will count towards allotted absences

III. Respect the integrity and judgment of the Artistic Director and Assistant Artistic Directors

- a. Refrain from questioning the choreographic decisions including but not limited to: casting decisions, choreography, costuming, scheduling etc.
- b. Refrain from talking during rehearsals
- c. Inappropriate responding to the directors in a private or public setting will not be tolerated

IV. Attendance

All Company members are required to attend weekly rehearsals. Attendance is required and a record of attendance will be kept. To be excused from any rehearsal, you must speak directly to the artistic director **in addition** to the choreographer of the rehearsal you will miss. Prior notification for missed rehearsals is required. A dancer who has exceeded the number of missed rehearsals will be subject to dismissal from the company or loss of a role after review by the Artistic Directors and Executive Board

- a. Senior, Senior Apprentice, Apprentice, and Junior Apprentice may miss no more than **3** rehearsals per performance. Intermediate Apprentice, Junior, Intermediate, and Youth may not miss more than **2** rehearsals per performance.
- b. If rehearsal is missed, dancers are expected to contact a fellow dancer and learn the choreography that is missed. They must know the material by the next rehearsal. Directors will not re-teach the material due to absences.
- c. Dancers are expected to arrive 10-15 minutes prior to a scheduled rehearsal. **“To be on time is to be late.”** Dancers should be in the room, warmed up with proper attire and shoes on at the start of rehearsal.
- d. The door will close at the start of a rehearsal, if dancers are not in the room, they will not be allowed to enter and will be marked absent for the rehearsal.
- e. Dancers who are running late need to call the studio at 586-286-8300. Arriving late to rehearsal repeatedly will not be tolerated. 3 tardies will equate to one full absence.
- f. Dancers must attend all mandatory rehearsals including the week of the show
- g. Both excused and unexcused absences will be counted towards the allotted absences. Absences should be saved for illness.
 - i. Excused absences: illness (with fever or vomiting), wake, funeral, school/education related obligation, family vacation
 - ii. Unexcused absence: a party, a last minute cramming for a test, homework, tiredness, a date, a school dance
 - iii. Do not attend rehearsal if you have been sick or have had a fever. You must be 24 hours without symptoms to return.
 - iv. If you miss a part of a rehearsal, leave early, or arrive late, it will still be counted as an absence.
 - v. If going on one family vacation, and two rehearsals are missed, two absences have occurred, not one.
 - vi. For school dances, schedule any appointments for later in the afternoon, after 2pm so that you can still attend part of rehearsal.

V. Performance Attendance

Dancers will be required to perform in all performances, unless approved by the Board of Directors. If a performance is missed or a dancer quits mid-year, the dancer will be forbidden from auditioning the next year.

- a. Dancers must be on stage 10 minutes before curtain if they are in the first dance
- b. Dancers in levels junior apprentice, apprentice, senior apprentice, and senior must attend warm up prior to each performance whenever a warm-up is scheduled.
 - i. If you miss part of a rehearsal, leave early or arrive late, it will still be counted as an absence

VI. Company Attire

Attire for rehearsal is selected by the Artistic Director.

- a. Dancers must wear the provided MBC uniform to every rehearsal. Other color or style leotards will not be permitted. If you would like to purchase an additional leotard, please let the board know.
- b. A body liner should be worn under all costumes for performances or rehearsals. No extra visible undergarments should be worn.
- c. All dancers should have hair secured in a neat bun with a hair net. Pink footed tights are required. No jewelry is permitted in class. No leg-warmers, shorts, skirts etc. unless they are a part of the approved uniform. Boys should wear black pants or shorts and a white shirt.
- d. All dancers need a pair of ballet slippers, free from rosin, whenever rehearsing in the MBC studio. jr. apprentice, apprentice, sr. apprentice and senior levels should have **2 pairs of working pointe shoes** at all times. If also on pointe, junior and intermediate apprentice members need 1 pair of of working pointe shoes.
- e. Dancers must wear shoes at all times. Permission from the choreographer must be given to remove pointe shoes.
- f. It is the responsibility of the dancers to bring any items including costumes, makeup, shoes etc. to and from rehearsal performance.
- g. Dancers are expected to be responsible for their rehearsal schedules as well as any other paperwork that is distributed to them. Schedule is posted online and emailed as well. Updates are frequently made to schedule.

VII. Technique Requirements

All Senior, Senior Apprentice, Apprentice, and Junior Apprentice are required to take a minimum of **4** ballet classes each week at their studio. Intermediate Apprentice and Juniors are required to take a minimum of **3** ballet classes each week at their studio. Intermediate and Youth members are required to take a minimum of **2** ballet classes each week at their studio. Classes must be ballet or pointe technique and be 45 minutes or longer.

- a. Attendance will be tracked and dancers who do not make the mandatory classes are subject to loss of a role, role going to an understudy or removal from MBC.

VIII. Injuries

Injured dancers must attend all rehearsals as usual to observe new choreography or any changes being made to dances.

IX. Material Ownership

MBC has right of ownership for any and all material(s) in the form of a stage prop, costume, or any item(s) being produced onsite or offsite on behalf of the MBC. MBC has the right to claim possession of these products and materials at any time. Items being held offsite need to

be returned immediately upon request, or arrangement for pick up by a MBC representative must be allowed.

X. Destruction of Property

MBC is the sole owner of all costumes and accessories issued to performers. Repair and/or replacement costs of any and all costumes that are deemed to be destroyed, damaged beyond repair, or lost while in the possession of performers are the assumed responsibility of the performer.

XI. Performance Video & Photography

MBC does not hold a sole copyright on performances or choreography; however the MBC clearly states at all public events and performances that photography and videography of performances is prohibited. MBC board members are not exempt from this policy. Posting pictures or videos of MBC performance footage obtained in disregard to the expectation of privacy previously stated is prohibited. Photography and videos taken outside of the performance area is acceptable and encouraged, although posting should not occur until after the final performance has ended.

XII. Social Media Platforms

Active MBC board members who use social media networking sites, such as Facebook, Twitter, Instagram, Snapchat, etc. must be cognizant of their use on these platforms. When a board member's conduct or content on social media is deemed unbecoming of a Macomb Ballet member, the executive board, or the publicity committee chairperson has the right to remove/block said member linked to MBC social media platforms.

I, _____, have read and understand the Macomb Ballet Company Code of Conduct and agree to abide by the terms. I understand that any violation of this code may result in a loss of a role, a role going to an understudy or removal from the Macomb Ballet Company. Furthermore, I acknowledge that the decision will be made at the discretion of the Artistic Director of MBC.

Dancer's Signature

Parent's Signature

Parent Name: _____

Parent Cell: _____

Parent Email: _____

Committee: _____

Dancer Name: _____

Dancer Cell (Jr. App, App, Sr App, Senior): _____

Dancer Email (Jr. App, App, Sr App, Senior): _____

Dancer Level Placement: _____