

Company Code of Conduct

Participation in **Main Street Dance Company (MSDC)** is a privilege that comes with a commitment to excellence, accountability, and respect. As members of our company, dancers represent not only themselves, but also their teammates, instructors, studio, and families.

Our goal is to create a positive, challenging, and supportive environment where every dancer has the opportunity to grow both as an artist and as an individual. The following expectations help ensure that every member contributes to the culture we strive to build.

1. Respect & Sportsmanship

All dancers are expected to demonstrate respect, kindness, and professionalism at all times.

This includes interactions with:

- Directors
- Instructors
- Fellow dancers
- Parents
- Volunteers
- Competition staff
- Other studios and competitors

Positive sportsmanship is expected both inside and outside the studio.

Bullying, gossip, intimidation, disrespectful language, exclusionary behavior, physical aggression, or any conduct that negatively impacts another individual will not be tolerated.

These expectations also apply to social media and all digital communication.

2. Classroom Expectations

Company dancers are expected to arrive prepared, focused, and ready to learn.

During classes and rehearsals dancers are expected to:

- Participate fully
- Accept corrections respectfully
- Demonstrate a positive attitude
- Support teammates
- Remain engaged throughout class

The following behaviors are not acceptable:

- Excessive talking
- Horseplay
- Sitting without permission
- Phone or smartwatch use
- Disrupting instruction
- Disrespect toward faculty or teammates

Directors reserve the right to dismiss a dancer from class if behavior interferes with the learning environment.

3. Attendance Policy

Consistent attendance is essential to both individual growth and team success.

Company dancers are expected to maintain a **minimum 90% attendance** in all required classes, rehearsals, performances, and company events.

Families are responsible for communicating all anticipated absences as soon as possible. Whenever possible, notice should be provided at least **24 hours in advance**.

Excused Absences

Examples include:

- Illness
- Family emergencies
- School-related obligations
- Other director-approved circumstances

Repeated excused absences may still require a meeting with the directors to determine whether the dancer can continue meeting choreography and performance expectations.

Unexcused Absences

Absences resulting from avoidable conflicts or failure to communicate with the directors may be considered unexcused and may impact participation in performances or competitions.

Attendance requirements apply throughout the entire competition season.

4. Tardiness

Dancers are expected to arrive early enough to be fully prepared when class begins.

Dancers arriving more than **15 minutes late** may be asked to observe class to reduce the risk of injury due to missing warm-up.

Three tardies will be considered equivalent to one unexcused absence.

5. Dress Code

Proper dance attire is required for all classes and rehearsals.

Dancers should arrive with:

- Hair secured away from the face
- Appropriate dance shoes
- Proper attire for each class
- No excessive jewelry
- No jeans or street clothing
- Cover belly buttons and underbutts.

Additional costume, hair, and makeup requirements will be communicated throughout the season as needed.

6. Cell Phones & Smart Devices

Cell phones and smartwatches must remain silenced and put away during all classes and rehearsals.

Parents needing to reach a dancer during class should contact a director or instructor directly.

Recording choreography or rehearsals is not permitted unless authorized by the directors.

7. Social Media & Digital Conduct

As representatives of MSDC, dancers and families are expected to conduct themselves respectfully online.

The following are prohibited:

- Negative or disrespectful comments regarding MSDC
- Speaking negatively about other dancers, instructors, or studios
- Sharing choreography or rehearsal footage without permission
- Posting photos or videos of others without consent
- Participating in hurtful group chats or online harassment

Social media activity that reflects negatively on MSDC may result in disciplinary action.

8. Commitment & Responsibility

Company dancers are expected to:

- Practice choreography outside of rehearsal
- Arrive prepared
- Learn and retain corrections
- Demonstrate consistent effort
- Fulfill all company commitments

Failure to demonstrate adequate preparation or commitment may result in removal from individual routines or performances at the directors' discretion.

9. Parent Partnership

Parents play an important role in helping create a successful company experience.

Families are expected to:

- Support studio policies and director decisions
- Demonstrate respectful behavior toward all families, dancers, faculty, volunteers, and event staff
- Communicate concerns respectfully and through appropriate channels
- Help their dancer arrive prepared and on time
- Do NOT speak negatively about another dancer. If an issue arises please notify your director immediately.

MSDC is committed to maintaining a positive and respectful environment for every family.

10. Communication Policy

To allow instructors to remain focused on students during teaching hours, parents should not approach directors before or immediately after classes with non-emergency concerns.

For urgent matters, please contact a director directly.

For all general questions, concerns, or scheduling matters, please email:

danceonmainst@gmail.com

Official company communication will be distributed through **BAND**, email, and other designated studio platforms.

11. Disciplinary Process

Failure to comply with the Company Code of Conduct may result in disciplinary action.

Depending on the nature and severity of the situation, disciplinary measures may include:

1. Parent notification
2. Phone conference
3. In-person meeting
4. Probation
5. Removal from performances or routines
6. Removal from Main Street Dance Company

MSDC reserves the right to determine appropriate disciplinary action based on the circumstances of each situation.

Company Commitment

Our goal is never to discipline dancers—it is to help them grow.

We believe that accountability, respect, discipline, teamwork, and kindness are just as important as technical ability. By working together, we create an environment where every dancer has the opportunity to learn, grow, and succeed both inside and outside the studio.
