



Tavria Code of Conduct and Expectations

- This Code of Conduct applies to all members of the Tavria organization (dancers, instructors, parents, chaperones, etc.) whenever they are participating in Tavria activities or representing Tavria.
- This Code of Conduct applies to Individuals' conduct during the organization's business, activities, and events including, but not limited to, competitions/festivals, practices, auditions, dance camps, travel associated with the organization's activities, the organization's office environment, and meetings.
- This Code of Conduct also applies to individuals' conduct outside of the organization's business, activities, and events when such conduct adversely affects relationships within the organization and/or its' members (and its' work and dance environment) and is detrimental to the image and reputation of the organization and/or its' members. Such jurisdiction will be determined by the Tavria Board of Directors at its sole discretion.

Tavria strives to create an environment that is supportive of the efforts of all dancers to learn and excel in dance. All members have responsibilities within the Code of Conduct.

Responsibilities

1. Individuals have a responsibility to: a) Maintain and enhance the dignity and self-esteem of the Tavria's members and other individuals by:
 - i. Demonstrating respect to individuals regardless of body type, physical characteristics, ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation.
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of Individuals or the organization.



- iii. Consistently demonstrating the spirit of a positive learning environment, leadership, and ethical conduct.
- iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory.
- v. Consistently treating individuals fairly, reasonably and refrain from any behavior that constitutes harassment. Types of behavior that constitute harassment include, but are not limited to:
 - a. Written or verbal abuse, threats, or outbursts. This includes behavior inside the studio, online and outside the physical space, but involving members of Tavria dance community.
 - b. The display of visual material which is offensive, or which one ought to know is offensive.
 - c. Unwelcome remarks, jokes, comments, innuendo, or taunts.
 - d. Leering or other suggestive or obscene gestures.
 - e. Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect a member or the membership.
 - f. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance.
 - g. Any form of hazing.
 - h. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing.
 - i. Unwelcome sexual flirtations, advances, requests, or invitations.
 - j. Physical or sexual assault.
 - k. Behaviors such as those described above , that are not directed towards a specific individual or group, but have the same effect of creating a negative or hostile environment.
 - l. Retaliation or threats of retaliation against an individual who reports harassment.



Social Media Specific Items to avoid. Engaging in the actions would be considered breaking the Code of Conduct.

- Using social media to air a personal grievance with an individual or organization. Instead, contact the individual directly to discuss your concern, or contact a Board member.
- Making misleading comments that state an opinion as fact.
- Distributing, posting, or sharing any photos you do not have permission to post.
- Posting unverified or uninformed comments that have the potential to be damaging, discriminatory, or defamatory.
- Posting or sharing sensitive information about an individual or the organization before it has been publicly released by the official source – this includes discussions of such events in private social media chat groups.
- Discriminating, harassing, bullying, or making disparaging comments on social media including within private chat features.

All members must behave in accordance with this Code of Conduct. Failure to follow the Code of Conduct will result in following the steps outlined in the “Progressive Response Plan”, shared in the Tavria Handbook.

Please sign below to indicate that you have read and agree to follow the Code of Conduct.

Dancer Signature:

Parent Signature:

Date: