



Please read and keep for reference. Page 4 must be signed and submitted.

1. Participation
 - A. Dancer, Parent members, and Friend members are expected to assist in activities of the company, such as costuming, production installation, backstage staffing, front-of-house staffing, and "strikes." Attendance at Parent meetings is mandatory.
 - B. Dancers are expected to attend any performance (or arrange to attend a dress rehearsal) of the Concert Ballet of Virginia (the Company) in which he or she is not appearing.
2. Classes
 - A. Dancers interested in advanced performing roles are encouraged to take multiple classes weekly.
 - B. Dancers are required to participate in classes offered by the Company.
3. Casting
 - A. Casting is at the discretion of the Company administration, director, associate director, and choreographer and is not based on rank or seniority within the Company.
 - B. A member of the Company is not guaranteed an appearance in any program produced by the Company.
4. Availability/Absence
 - A. Dancers are expected to make themselves available for all performances in the regular season. If there is an occupational, academic, or family conflict with the announced season performances, the administration must be informed at the beginning of the season.
 - B. Dancers are expected to make arrangements in advance with the associate director or choreographer for requested absences during the rehearsal period of any production. A request to be excused must be made in writing; only signed approvals will be considered valid.
 - C. NO absences will be approved for the week preceding a performance.
 - D. Dancers who withdraw membership will forfeit dues.
5. Behavior/Dress
 - A. Dancers must be ready to begin classes, rehearsals, etc. at the designated time.
 - B. Dancers must not leave the rehearsal hall in dance attire.
 - C. Dancers must not appear in the audience in costume.
 - D. Dancers must not appear in the audience in stage make-up.
 - E. Dancers must wear their hair in a bun or equivalent secured up-do during rehearsal, classes, and performances.

- F. Dancers must not talk during classes or rehearsals, except to speak with the person leading the class or rehearsal.
 - G. Dancers must not chew gum during classes or rehearsals.
 - H. Dancers must wear acceptable tights and leotards during classes and rehearsals. For “Run-through,” pink tights and black leotards must be worn by girls and women; boys and men must wear white T-shirt and black tights or shorts.
 - I. Dancers must not wear any jewelry or piercing during classes or rehearsal, unless specified as costuming.
 - J. The Company administration will counsel dancers on weight problems and the dancer must abide by the judgement.
 - K. Dancers must participate in the headquarters space clean-up; this is a required part of the rehearsal period.
 - L. Photographs may be taken of dancers during classes, rehearsals, and/or performances and could be used to promote the Company. If there is a compelling reason why a dancer declines to comply, this must be discussed with Company administration prior to taking any classes, rehearsals, performances.
6. Review Process
- A. Grievances or other actions must be submitted in writing and signed. All such documents must be submitted to the Company president, to be reviewed by a committee of the Board of Directors, which will provide a response.

CODE OF CONDUCT

The By-Laws of the Concert Ballet of Virginia state (Article III Membership, Section 6 Termination of Membership):

“Each member of the CONCERT BALLET OF VIRGINIA has the responsibility of conducting himself or herself in a constructive/positive manner while participating in any Concert Ballet of Virginia related activity including, but not limited to, rehearsal, performances or productions. The Board of Directors has the right to revoke the membership of any member displaying behavior detrimental to the well-being of the company.”

Prohibited behaviors that are subject to preventative and/or corrective measures listed below include, but are not limited to:

- Defiance of authority of Company volunteers or venue personnel

- Lying, stealing, or other acts of dishonesty

- Verbal or physical abuse, including bullying

- Vulgarity, any display of extreme obscenity or indecency

- Possession or use of a weapon

Preventative and/or corrective measures include, but are not limited to:

- Warning

- Probationary period

- Immediate removal of a dancer from rehearsal or performance

- Expulsion of a dancer from the Company

- Referral to law enforcement or other authorities

Whenever possible, all disciplinary actions will be made in a private consultation with the dancer and administrative personnel or a designee of the Board of Directors of the Company; depending on the situation, parents may be included. Some prohibited behaviors may require an immediate response.

ACKNOWLEDGEMENT

To be Signed and Submitted to Concert Ballet of Virginia

I have read, understand, and agree to abide by the Concert Ballet of Virginia's Company Rules and Expectations and Code of Conduct.

Dancer Signature: _____

Parent/Guardian Signature: _____

Date: _____