

DYT CODE OF CONDUCT

Our Code of Conduct is a representation of our core values and an outline of expected behaviour and attitude for all members of our Theatre Family.

Demonstrate courtesy to others. DYT has a “three strikes” policy for classes and shows. Use appropriate language and behaviour at all times - please read more about this below.

Behave in a positive and responsible manner. Our intention is not only to set an expectation of professional and respectful behavior at DYT but to instill our students with an expectation of being ambassadors in the community at large. We hope that students experience a safe and accepting environment at DYT and take that into their lives outside of our organization.

Attend regularly with requested permission for absences. Attendance and participation are essential parts of the creation process. Regular attendance is necessary for student success. All students are expected to be present and prompt. Rehearsal attendance is the responsibility of both parents and students. Parents will be contacted if a pattern of late arrivals is noted.

Be prepared for rehearsals and shows. Bring appropriate materials, be ready to work and expect to be challenged.

Taking direction from your production team. There is a chain of command with regards to the show and the rehearsal process. Your responsibility as a performer is to take direction from those in charge (unless it makes you feel unsafe in which case you inform someone in charge that you feel comfortable with). People in authority positions include, directors, choreographers, costume coordinators, costumers and other volunteers placed in leadership positions. An example of following instruction could be, if your costume coordinator and your director tell you to put your hair in a bun for a show, you put your hair in a bun and you don't take it out until you have completed your final bow and walked off stage.

Social media and maintaining professionalism online. Social media and online presence includes but is not limited to: social media platforms like Facebook, Instagram and TikTok, as well as group chats and texting. All of these can be dynamic tools however they can also be permanent and damaging. Be mindful of what you do with these mediums of communication and treat others the way you would want to be treated yourself. Ask yourself if what you are communicating would be how you would treat others in person. Remember that as a cast member, you are an ambassador for DYT and any content that acknowledges, represents or refers to DYT is a reflection of the whole company.

Demonstrate respect for yourself and others. Never intentionally harm another performer and refrain from inappropriate physical contact. If you or someone you know is being bullied either tell them to stop, remove yourself from the physical environment immediately and/or ask for help. Always report any signs of abuse, violence, bullying or harassment to an adult in charge or your parents. Parents, please know that we want to know if your student is ever uncomfortable at DYT for any reason.

Acknowledge your contribution to the success of the show. Take your part in the show seriously. Do not become a distraction for others. Give every other performer, crew, creative team and production team member the opportunity to maximize their potential. Encourage your DYT peers, never tear them down.

Cooperate with others. This includes peers, crew members, directors, administrators, volunteers, parents and visitors. Be polite and respectful.

Working in the best interest of the team. During rehearsals and shows your responsibility is to the cast and to the show we've created on and off stage. This means that you are mainly focused on what you are doing (oneself) and not the social aspects of theatre. Once rehearsal and shows are over, you are free to build your relationships as you and your guardians see fit. We seek to include all cast members in our social engagements while on 'DYT time' and the exclusion of others during rehearsals and performances will not be tolerated. Furthermore, your commitment to your 'job' (ie. your performance onstage and your backstage etiquette and responsibilities) must be the priority.

Dress appropriately. Be ready to move at rehearsal and do not come wearing clothing that look like pajamas. If you wear clothes that look like you are ready for bed, you will work like you are ready for bed. Take off giant sweatshirts please – we need to see your hands so please pull up sleeves. Wear hair up off of your face.

Dressing room conduct.

1. No music will be allowed in dressing rooms. If you want to listen to music you can do so with earphones/earbuds.
2. You will be assigned a dressing area, please do your basic dressing in that space and not in other performers' spaces.
3. Please dress appropriately while in the hallways backstage. We realize that there are unavoidable quick changes and that "the theatre" presents circumstances where what is normally appropriate gives way to necessity. In spite of this please dress and behave appropriately.
4. Please refrain from inappropriate language and any behaviour that will discourage your fellow performers. Sexually explicit behaviour and/or language will not be tolerated.
5. DYT takes pride in bringing together students between the ages of 9-21+. We expect that our older students will act as positive examples to our younger performers and look out for them.

3 Strikes Policy and Active Watching and Building Behavioural Expectation

In **DYT rehearsals, classes and power hours**, we seek to empower students with the behavioural expectations that they would encounter in a pre-professional theatre context (ie. in a setting where the expectation is to train a performer for what to expect in the professional performance world). We also want to create an environment where students are on the same page and where they are excited to create together and to learn as an ensemble.

In DYT rehearsals, classes and power hours, students are expected to:

- Become **active watchers**. Active watching means that a student has their eyes on the instructor, they are not interrupting and are doing their best to understand what is being explained and asked of them. Observing, listening, thinking and making connections are all characteristics of the **active watcher**. Sitting back, chatting and expecting to be entertained are all characteristics of the **passive watcher**. An active watcher is more likely to challenge ideas, seek clarification and make connections with other areas of knowledge. Active watching makes good teachers great.
- Become **builders**. All creative endeavors require builders. Builders take risks and therefore require courage. Builders must overcome adversity and therefore must demonstrate commitment. Builders must work with others and therefore must learn the value of cooperation. Builders must focus on the goal and therefore must develop the ability to concentrate. Courage, Commitment, Concentration, Cooperation are the hallmarks of builders.
- Cultivate an **open-mindset**. An open-mindset means that students believe they can get better at something through time, effort and energy. Working on their "areas of growth" and dedicating their efforts to the process and not the outcome are all cornerstones of an open-mindset.
- Eliminate destructive behaviour. All **destroyers** are coming from a place of fear. Builders demonstrate courage but destroyers fear vulnerability and protect themselves at all costs. They regard trust as a form of weakness. Builders have commitment - destroyers fear failure. Rather than try and fail they prefer not to try at all. Builders know the value of concentration but destroyers are burdened by the past or dread the future. This prevents them from staying in the moment. Builders must cooperate with others but destroyers are afraid to accept others and to ask acceptance. Their interactions are seldom respectful because they seek security by belittling others so they can feel superior.

DYT rehearsals, classes and power hours have a **3-strikes policy**. Teachers/instructors will outline the above behavioural expectations (ie. pre-professional expectations) on the first day of class and students will engage in activities to put these into practice. Once the expectations have been established students will be expected to try their best to follow them. If DYT instructors feel that a student is making the choice to go against these expectations, DYT directors will work with guardians (a call/email home) to clarify the expectations to get the student on board. This student will have two more chances (classes) to demonstrate that they can be a positive member of the collective. If there is a second attempt by the instructors and the guardians (a second call home) to help the student become a **class/power-hour "builder"** and a third attempt to remedy the behaviour, that will be the final chance a student has in that particular session.

The student's family will get a DYT class/show credit for the remainder of the payment to use towards a future class when the student is ready. **There will be no refund.**