



Desna Ukrainian Dance Company

Code Of Conduct

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The following is a numbered list of rules and applicable penalties governing the conduct within Desna. Please ensure that you have read the code of conduct before submitting a registration form.

1. Breaking any law of the land is unacceptable

Failure to abide by the law will result in appropriate action being taken. This may include sending the dancer home (if applicable), a restriction from classes and/or performances, a fine, expulsion or police notification.

2. All members of the company are to be co-operative, understanding and mutually respectful of one another

- Any behaviour that disrupts a rehearsal, performance or any other Desna activity is not permitted.
- Aggressive behaviour towards another person is not permitted.
- The use of profanity, sexist language or insults in reference to another person is not permitted.
- Threats of any kind are not permitted.
- Intoxication (alcohol or drugs) is not permitted.
- Due to the nature of dance it is necessary for the teacher to use physical contact when training.

Members who fail to abide by rule #2 in whole or in part, will be referred to the board and appropriate disciplinary action will be taken. This may include a restriction from classes and performances, a fine or expulsion.

3. Being under the influence of alcohol and illegal drugs is not permitted during class time nor during performance related activities

- No consumption of alcohol will be permitted within the 24 hours preceding a performance.
- Drunkenness will not be tolerated and is grounds for expulsion.
- Underage drinking is not permitted by law and is grounds for expulsion.

Members who fail to abide by rule #3 in whole or in part, will be asked to leave the class and/or not permitted to perform. Should this behaviour continue on more than one occasion, the dancer will be referred to the board and appropriate disciplinary action will be taken. This may include a restriction from classes and performances, a fine or expulsion.

4. Attendance is very important to the success of the dancer and Desna

- Dancers are responsible for attending all scheduled classes and performances.
- Dancers have the responsibility of being on time*1 for every rehearsal and performance.
- Dancers have the responsibility of being prepared with proper attire*2 for every rehearsal and performance.

- Punctuality to class is important so dancers do not miss out on the warm up, which is necessary to avoid injury while dancing.
- If a dancer is unable to physically dance, they are still expected to attend rehearsals and observe
- If a dancer knows that he/she will be absent or late for a rehearsal, they must call Desna's Artistic Director or a President ahead of time (at least 2 hours prior to the start of rehearsal). Giving no notice will be considered an "Unexcused Absence".
- In the event of a sudden illness or incident leading to absence, a message should still be left with the Instructor and Desna. Giving no notice is considered an unexcused absence.
- If a dancer is late for a rehearsal, he/she must change and then wait to be summoned into the class by the instructor.
- If a dancer has not called ahead with regards to his/her lateness (an unexcused absence), and if the excuse given upon arrival is not deemed acceptable by the instructor, or member of the executive committee, the dancer will not be allowed to join the class.
- If a dancer accumulates three unexcused absences, Desna reserves the right to disallow the dancer to perform and reserves the right to remove the dancer from the choreography and, if deemed necessary removed from Desna completely, without refund.
- If a dancer has an unexcused absence within two weeks of a performance, Desna reserves the right to restrict the dancer from performing.
- An excess of absenteeism (even if excused) may result in withdrawal from choreography.
- The instructor may refuse admittance / participation in class at his/her own discretion.
- 45 years of age limit for performances

5. Professionalism in Public

Keep in mind that at a Desna show or event, you are not only representing yourself, but also other dancers, our instructors, Executive and Directors members. Therefore it's important for you to be on your best behaviour' when in a public setting.

- Absolutely no yelling at Desna members or anyone else
- Avoid profanity
- Do not complain. If you have a challenge, quietly speak to the appropriate person that can help you solve it.
- Wear your black Desna t-shirt and black bottoms when rehearsing in a public setting.

6. Lost Property

- Desna cannot undertake any responsibility for any money or articles at any time.

7. Media Notification

- Photos, videos, and other promotional material may be captured in order to promote Desna. If you do not want yourself to be used in any promotional media, written notice must be provided.

Definitions

*1 For a dancer to be "on time" they must be ready to begin the rehearsal or performance in proper attire by the scheduled starting time.

*2 Wearing "Proper attire" implies the following:

- At rehearsals, dancers must wear black
- Ballet slippers must be worn for barre.
- Character shoes and/or boots must be worn for the remainder of the class.
- For a performance, dancers must wear the costume(s) as outlined by the instructor, production director, costume director or other designated person.
- At weddings, men wear formal attire; men wear dress pants and collared shirts; women- dress or dress pants and appropriate shirt.