

New England Academy of Dance

Company Code of Conduct

Membership in the NEAD Company is both an honor and a responsibility. Company dancers are expected to demonstrate professionalism, respect, commitment, responsibility, and integrity both inside and outside the studio. As representatives of New England Academy of Dance, dancers are expected to always uphold the following standards.

1. Proper Attire

Dancers are expected to wear appropriate attire to all classes, rehearsals, performances, and events where they represent NEAD and the Company. Dancers must follow the current NEAD Dress Code.

2. Hair

Dancers must have their hair always secured away from their face. Hair should be worn in a bun or appropriately tied back, as required for class, rehearsal, or performance.

3. Jewelry & Warm-Up Attire

Dancers are expected to remove heavy or distracting jewelry during classes and rehearsals, including bracelets, chokers, necklaces, Silly Bandz, and dangling earrings.

Appropriate dance warm-up attire must be worn. Shorts, oversized T-shirts, and other inappropriate clothing are not permitted unless specifically approved by the instructor. On colder days, instructors may allow appropriate leg warmers, sweaters, or long-sleeved shirts.

4. Respect & Professional Conduct

Dancers are expected to demonstrate respect toward all instructors, Artistic Directors, Company Directors, choreographers, classmates, guest artists, visitors, and staff at all times.

Company members are also expected to serve as positive role models for younger NEAD students by demonstrating appropriate class, rehearsal, backstage, and performance etiquette.

5. Teamwork & Company Community

Company members are expected to foster a positive, inclusive, and supportive environment. Dancers should treat one another with kindness, respect, and consideration and maintain a cooperative attitude.

The Company is a team. Dancers are expected to support one another and contribute positively to the Company community.

6. Focus & Participation

Dancers are expected to arrive prepared, remain focused, and pay close attention to all instructions. Conversations should be kept to a minimum, particularly during classes, rehearsals, choreography sessions, and meetings.

Dancers are expected to make every effort to use rehearsal time productively and respectfully.

7. Health & Wellness

Dancers are expected to care for their bodies as developing artists and athletes. This includes getting adequate rest, staying properly hydrated, eating a balanced and nutritious diet, and making healthy choices that support safe and effective participation in dance.

Dancers must communicate promptly with an instructor or Artistic Director regarding any injury, illness, or physical limitation that may affect their ability to participate safely.

8. Class Observation

Dancers who are observing a class or rehearsal for any reason are expected to remain quiet, attentive, and courteous to the dancers, instructors, and assistants.

Dancers who cannot adhere to these expectations may be asked to leave the studio.

9. Care of Facilities & Personal Property

Dancers must treat NEAD studios, facilities, equipment, props, costumes, and other Company property with care and respect.

Dancers must also respect the personal belongings of other dancers, instructors, staff, and visitors. Taking, damaging, or using another person's belongings without permission is not acceptable.

10. Cell Phones & Office Computers

Cell phones must be turned off or silenced and stored away during classes and rehearsals unless an instructor or Artistic Director has given specific permission for their use.

NEAD office computers and other office equipment may not be used by students without specific permission from the Artistic Directors or NEAD staff.

11. Cleanliness & Responsibility

Dancers are expected to clean up after themselves and any mess they create while at the studio. This includes properly disposing of trash, cleaning up food and beverages, and returning equipment and props to their designated locations.

All Company members share responsibility for maintaining clean, organized, and welcoming studio spaces.

12. Leaving the Premises

If parental/guardian permission has been granted for a dancer to leave NEAD/NEDT between classes or rehearsals, the dancer must inform an Artistic Director or NEDT office staff member before leaving the premises.

The dancer must indicate where they are going and provide an estimated time of return. This requirement is for the safety and accountability of all Company members.

13. Food & Beverages

Dancers may eat and drink only in the designated waiting areas and/or kitchen.

Food and beverages, including gum, are not permitted in the dance studios unless specifically authorized by an instructor or Artistic Director.

Dancers are responsible for cleaning up after themselves and disposing of all food-related trash appropriately.

14. Theft & Disruptive Behavior

Stealing, damaging property, intimidation, harassment, fighting, aggressive behavior, malicious conduct, or intentionally disruptive behavior is strictly prohibited.

Such behavior may result in disciplinary action, up to and including dismissal from the Company.

15. Alcohol & Drugs

NEAD maintains a zero-tolerance policy regarding alcohol and illegal drugs on NEAD/NEDT premises or at Company activities.

The possession, use, distribution, or being under the influence of illegal substances or alcohol while participating in Company activities or representing NEAD is strictly prohibited.

Any violation may result in disciplinary action, up to and including dismissal from the Company.

16. Injuries & Illness

Dancers must promptly report any injury, illness, or safety concern involving themselves or another dancer to an instructor or Artistic Director.

Dancers should never continue participating in an activity when doing so may put themselves or others at risk.

17. Bullying, Harassment & Digital Conduct

NEAD is committed to maintaining a positive, safe, respectful, and healthy environment for all dancers.

Bullying, harassment, discrimination, intimidation, threatening behavior, hazing, or other conduct that compromises the safety or well-being of another person is unacceptable.

This standard applies both in person and online, including social media, group chats, text messages, and other digital platforms. Inappropriate, threatening, disrespectful, or harmful posts or communications involving NEAD, the Company, its dancers, instructors, staff, or Company activities may result in disciplinary action.

18. Character, Community Standards & School Expectations

Company dancers are expected to demonstrate good character, personal responsibility, and sound judgment. As representatives of NEAD, dancers are expected to uphold high standards of conduct within the studio, at performances and Company events, at school, and in the broader community.

Dancers must follow all applicable school and NEAD rules, policies, and expectations, including those outlined in the NEAD Letter of Commitment.

19. Accountability & Disciplinary Action

Failure to follow this Code of Conduct may result in a conversation with the dancer, notification of a parent/guardian, loss of Company privileges, suspension, or dismissal from the Company, depending on the nature and severity of the conduct.

NEAD reserves the right to address any behavior that negatively impacts the safety, integrity, reputation, or well-being of the Company and its members.

Dancer & Parent/Guardian Acknowledgment

We have read and understand the NEAD Company Code of Conduct and agree to abide by the standards and expectations outlined above. We understand that membership in the NEAD Company is a privilege and that failure to comply with these expectations may result in disciplinary action.

Dancer Name: _____

Dancer Signature: _____

Date: _____

Parent/Guardian Name: _____

Parent/Guardian Signature: _____

Date: _____