

Code of Conduct

Effective Date:9/5/22	Review Date:9/5/27
Scope <input checked="" type="checkbox"/> Organisation Wide	Site Specific <input checked="" type="checkbox"/> Dom Polski <input checked="" type="checkbox"/> Any site of practice/ performance
Application	<input checked="" type="checkbox"/> Dancers/ Parents of junior dancers <input checked="" type="checkbox"/> Committee/ Volunteers

1.0 Purpose

At the Polish Folklore Ensemble Tatry Adelaide Inc. (Tatry), we are committed to providing a welcoming, safe and nurturing environment for all dancers and families. Tatry is more than just a place to learn dancing and singing. It is a place where a community gathers with the same love and appreciation of the culture of Polish folklore and where lifelong friendships are formed.

To ensure a happy and positive experience for all parties, it is important that dancers, parents/ guardians/ family, committee members and volunteers all understand and adhere to the Code of Conduct as applicable to them.

2.0 Policy Details

Dancers must:

- Demonstrate respect for teachers, committee, parents and other dancers at all times
- Be ready 5 minutes before class is due to commence
- Demonstrate cooperative behaviour in class and not disrupt others
- Attend class regularly unless ill or injured or there is a family emergency. It is requested that as early notification as possible is given to instructors should a dancer not be able to attend class.



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- Honour commitment made to Tatry by attending classes, rehearsals and performances above routine social events
- Serve as a role model to younger dancers at all times, including appropriate language and behavior
- Respect fellow dancers, regardless of ability and strive to create a positive environment at all times
- Show honesty in attitude by working equally hard for self and the group
- Show honesty with instructors concerning illness and injury and ability to participate in class
- Be aware that verbal abuse of instructors, committee/ volunteers, parents and other students is not acceptable. Swearing will not be tolerated
- Be aware that bullying and harassment of any kind (including slander on social media) will not be tolerated
- Take responsibility to read email updates/ online messages/ texts / notices and keep up to date with current and important information relating to Tatry and upcoming events
- Ensure mobile phones are on silent during class
- Listen when instructors or committee are talking
- Not linger in the toilets
- Not chew gum during classes
- Not attend class or performances while under the influence of alcohol or illicit drugs and maintain responsible and lawful consumption of alcohol at social functions. Thus demonstrating appropriate behaviour and upholding the dignity and respect of the Polish Folklore Ensemble Tatry in the presence of the public and fellow dancers
- Show respect and care for Dom Polski Centre and facilities when in attendance

Parents/ Guardians/ Family Members must:

- Demonstrate respect for instructors, dancers, committee/ volunteers and other parents at all times
- Respect and follow advice and direction provided by instructors/ committee
- Take responsibility to read email updates/ online messages/ texts / notices and keep up to date with current and important information relating to Tatry and upcoming events
- For junior dancers maintain their child's safety by ensuring their child is escorted into and out of classes
- Communicate directly and honestly with instructors/ committee regarding any concerns
- At all times display and teach appropriate behaviour among dancers, including respect for each other
- Demonstrate a high degree of individual responsibility when in the vicinity of dancers under 18 years of age, knowing that actions and words set an example
- Show respect and care for Dom Polski Centre and facilities when in attendance

- Follow all guidelines and terms as set by Polish Folklore Ensemble Tatry

Instructors/ Committee must:

- Commit to providing quality teaching in every class
- Ensure that dancers are involved in a positive environment where skill learning and enjoyment are the priority
- Have due consideration for varying maturity and ability levels of dancers when coordinating classes
- Strive to ensure that all dancers are provided with performance opportunities compatible with their abilities, recognising that the nature of dance performance requires some dancers to undertake larger roles than others
- Encourage dancers to improve and refine their skills in an honest way not misrepresenting the abilities or potential of any dancers
- Be supportive of dancers at all times and refrain from any form of abuse or discrimination
- Ensure that any physical contact is professional and appropriate
- Stress and monitor safety always
- Show respect and care for Dom Polski Centre and facilities when in attendance
- Respect a dancer's right to privacy, keeping matters concerning the dancer confidential as requested by the dancer
- At all times display and teach appropriate behaviour among dancers, including respect for each other
- Maintain a professional appearance, not smoke or abuse alcohol or drugs in the presence of students
- Demonstrate professional attitudes including punctuality and reliability
- Refrain from promoting personal beliefs and ideals unrelated to dance/ singing instruction
- Be alert to children and young dancers who are, or may be at risk of harm, and reporting this immediately to SAPOL (000) or the Child Abuse Report Line (13 14 78)
- Not discriminate against any dancer because of age, gender, cultural background, religion, vulnerability or sexuality
- Encourage both junior and senior dancers to 'have a say' on issues that are important to them
- Respond quickly, fairly and transparently to any serious complaints made by a child, young person or their parent/ guardian
- Not develop any 'special relationships' with dancers that could be seen as favouritism such as the offering of special treatment

Disciplinary Action:

- Depending on the level of nature of the breach, a breach of the Code of Conduct will result in a verbal warning. A further breach or serious breach will result in a written warning. It may also result in cancellation of enrolment/ membership or position within the Tatry organisation.

3.0 Policy Scope

- Applicable to all people associated with Polish Folklore Ensemble Tatry

4.0 Related Policies/ Procedures

- Working With Children Checks/ Child safe Environment 2022-03

5.0 Policy Owner

Tatry Committee