

EXHIBIT "A" TO CONTRACT
Elevation Dance Studio LLC

Performance Company & Pre-Professional Programs

- Performance Company & Pre-Professional Programs are available by audition only
- Dancers auditioning must be 9 years old as of September 1, 2018. No exceptions.
- Dancers should plan to audition in the age group they would be in as of September 1, 2018.
- Auditions will take place on **SATURDAY, MAY 12TH, 2018** at Elevation Dance Studio
- Performance Company and Pre-Professional members must participate in at least 1 Nutcracker piece, (group and/or lead role,) and therefore must plan to AUDITION FOR THE NUTCRACKER ON MAY 12TH, 2018. Must submit application by MAY 5, 2018
- Dancers interested in auditioning will need to turn in Application due no later than **MAY 5TH, 2018**
- **MANDATORY PARENT INFORMATION MEETING for ALL PARENTS: FRIDAY MAY 11TH AT 5:30pm** at Elevation Dance Studio
- **By Auditioning you are not committing to the contract, just simply auditioning**
- **Audition Results Announced by June 3rd, 2018**
- **After audition results, if your dancer is accepted into the program, you will receive an acceptance letter. You must respond to the acceptance letter by June 8th.**

Before applying: Please be sure to read the absence policy and all of the Performance Company & Pre-Pro requirements.

APPLICATION and AUDITION INFORMATION

- **NUTCRACKER APPLICATION DUE : Saturday, May 5th** (For application and info click [HERE](#))
- **NUTCRACKER AUDITION: Saturday May 12th** (For audition schedule and info click [HERE](#))
- **PERFORMANCE COMPANY APPLICATION DUE: Saturday May 5th** (For application click [HERE](#))
- **MANDATORY PARENT MEETING: Friday May 11th 5:30pm** (For ALL families – including returning families)

AUDITION SCHEDULE:

May 9th (Wednesday)

3:45-4:30pm - Clara and Nut (Minimum Ballet Level 5 for Clara)

May 12th (Saturday)

9am-9:45am Ages 9-10 Nutcracker Auditions

9:45am-10:45am Ages 9-10 Company Auditions

10:45-11:30am Age 11-12 Nutcracker Auditions

11:30am-12:30pm Age 11-12 Company Auditions

12:30pm-12:45pm LEAD ANGEL (AGES 10-14) Audition

BREAK

1:15-1:30pm Militaire Doll (Tap) Audition

1:30pm-2:30pm Ages 13+ Nutcracker Auditions

2:30-4:30pm Ages 13+ Company and Pre-Pro (Includes Teen Choreography) - Audition

4:30-5:00PM Pointe (Nutcracker) - Audition

*****MORE INFORMATION ON AUDITIONS AND PROCESS WILL BE EXPLAINED AT MANDATORY PARENT MEETING.*****

- Please arrive 15-20 minutes prior to audition time to register and warm up on your own. **Dancers should arrive in ballet attire.**
- During the audition, dancers will be reviewed by a panel of judges.
- **All material necessary for the auditions will be taught and learned at the audition. EXCEPTION: ALL DANCERS AGES 13-17 will need to prepare 6 counts of 8 or 30 seconds of their own choreography to perform for the judges at the audition. Although a dancer is permitted to prepare any style of dance he or she desires, the dancer should showcase his or her best skills for this audition. DANCERS will need to be prepared with their own music of their choosing on an iphone, ipad, or similar device.**
- **Please wear ALL BLACK attire for the entire audition. For Ballet, please wear black leotards & pink tights.**
- Dancers are expected to arrive prepared, with Jazz Paws and Ballet shoes for Ballet. Bare feet are permitted if preferred for Contemporary & Jazz. Bring hip hop clothing and SHOES! Be sure to wear form fitting dance clothes. Be ready with a change of shoes and clothes for jazz.
- There will not be an official warm-up! Dancers are responsible for making sure they are properly warmed-up for auditions.
- **ADVICE TO APPLICANTS:** Think of it as a class, relax, and have fun!
- You must have an application turned in by **May 5, 2018**

PERFORMANCE COMPANY

- A Performing Company dancer and a Pre-Professional Participant shall be collectively referred to herein as a "Member."

ABOUT PERFORMANCE COMPANY: Elevation Dance Studio is home of an extensive training program for dancers interested in taking their training to the next level. PERFORMANCE COMPANY, (formerly known as Company or The Scholarship Program,) was specifically designed to provide all forms of dance essential to the current trends of professional dance. The goal of our program is to provide dancers with the best training available. This training helps our Members to become very well rounded and competent dancers. This program is modeled after The Academy of Performing Arts, San Diego and has proven to be one of the West Coast's most successful training programs in dance. Performance Company contracts are for the session September – May.

- Opportunity to assist in classes (for Members ages 10-17) or become a part of our student teacher program (for members ages 15+)
- Photo displayed at Elevation with other 2018/2019 Performance Company Members and Pre-Pro Members
- A full mid-season evaluation by each teacher

PERFORMANCE COMPANY CLASS REQUIREMENTS – Please read thoroughly!

- **SUMMER CLASS REQUIREMENTS:** Performance Company Members are required to take a minimum of 24 hours of dance classes during the summer. Elevation is offering a special rate for weekly class punch cards exclusively to Members (\$336/each – restrictions apply, click [HERE](#) for more details). If a Member is not able to attend classes at Elevation, they must provide written documentation confirming participation at another intensive or other classes during the summer to meet the 24 hour minimum requirement. Elevation Summer Camps are not applicable to this requirement, unless the dancer is ineligible to take the weekly classes offered during the summer– then they must enroll in at least two of the 3- day camps. Company Members will receive 10% off Camps.
- **NUTCRACKER REQUIREMENT:** Performance Company members must participate in at least 1 Nutcracker piece, (group and/or lead role,) and therefore must plan **to AUDITION FOR THE NUTCRACKER ALSO ON May 12, 2018.** Must submit application by MAY 5, 2018
- **CONVENTION REQUIREMENT:** Performance Company Members are required to attend at least 1 Dance Convention in Denver during the contracted season. Prices vary and are an additional expense to the Company Member.
- **VOLUNTEER SERVICE REQUIREMENT:** All Performance Company / Pre-Pro Members **MUST** commit to at least 1 community event as an Elevation representative. Various opportunities for participation will occur throughout the season. Elevation will provide a list of opportunities a member can participate. (May include volunteer work, community performances, junior mentor, etc..)

- **CLASS REQUIREMENTS:** Performance Company Members are REQUIRED to take the following classes in the 2018/2019 Class Session (AUG 27, 2018 - END OF MAY) based on age, as of Sept. 1, 2018. If a Member would like to take MORE than the required classes as stated below, they may do so for an additional cost at the regular tuition price, (see pricing below.)
 - **AGES 9-12:** 6 CORE classes (2 ballet, 1 jazz, 1 contemporary, 1 hip hop, & 1 company class) + 1 minimum Nutcracker Piece (Group piece and/or lead role.)
 - **AGES 13-17:** 8 CORE classes (2 ballet, 1 jazz, 1 contemporary, 1 Hip Hop, Progressions (Turns/Leaps,) 1 company class, & 1 elective class + 1 minimum Nutcracker Piece (Group piece and/or lead role.)
 - **THE REQUIREMENTS MAY CHANGE ONCE THE SCHEDULE IS CONFIRMED. FINAL REQUIREMENTS WILL BE AVAILABLE BY MAY 21st, 2018.**

***NOTE: If a dancer placed in Ballet 6 – they are required to take all 3 level 6 classes offered, otherwise they will need to enroll in Ballet 5**

SCHEDULE AND PLACEMENT:

- ALL Members MUST adhere to the schedule/class levels chosen by Elevation Faculty in their sole discretion and individual class schedules are non-negotiable. There are always opportunities for a Member to move up or down in levels which will be based on performance in classes and skills testing, to be determined by the Elevation Faculty, at their sole discretion.
- Changes in a Member’s class schedule will not take place for any reason other than a teacher requests that Member to move into another class level for because that Member’s level does not match that of the class.
- Class schedule changes for a Member scheduling conflict with another activity outside of Elevation will not be accommodated.
- Please check online the most current class schedule. Schedules and class times may change due to enrollment. Elevation Competition Team rehearsals are not eligible as Company classes.

PERFORMANCE COMPANY PRICING:

Elevation Faculty will determine how many classes are required for each Company Member based upon their age and level. Once this determination is made, it is not possible to make financial changes to the agreement during the contracted season.

- **2018/2019 (Sept – May)**
 - 6 classes / week: \$345/Month
 - 7 classes / week: \$400/Month
 - 8 classes / week: \$450/Month
 - 9 classes / week: \$495/Month
 - Any additional classes will be \$50/class
 - 1 Convention (Fees due 60 days prior to event)
 - These rates do not include pointe and pre-pointe as they are billed differently
- **2018 Nutcracker**
 - \$55 / piece / month for The Nutcracker (applies to group pieces only). The following lead Roles and Final Waltz are priced differently and no discounts apply for these roles: Clara, Nutcracker, Sugar Plum, Cavalier, Drosselmeyer, Dolls, Arabian Princess, Mother Ginger, Fritz/Harriet. (Party Guest does not fulfill this requirement)
- **Additional/Optional Costs**
 - Performance Company Member Private Lesson Rates: \$70/hour/lesson. Rate can be split between 3 Performance Company Members MAXIMUM.
 - No other discounts will be available to Members, including, but not limited to, family discounts.
 - Additional classes added above the number of classes required for the Company Program will be billed at \$50/month for each class.
 - COMPANY MEMBERS & PRE-PRO ARE ELIGIBLE TO PARTICIPATE IN A PIECE WITH TEACHERS DURING RECITAL. This piece is always an audience favorite. Cost to participate is either \$9/month (Sept – May) or \$40/month (April + May). Participation is optional. No additional charge for costumes.
 - Elevation Competition Team rehearsals are not eligible for Performance Company pricing and class requirements

PRE-PROFESSIONAL PROGRAM

ABOUT PRE-PROFESSIONAL PROGRAM: The Pre-Professional program is designed for Members ages 13-17 who seek to pursue a career in dance after completing high school. The audition-only program is geared toward developing the whole artist to create well-rounded dancers ready for the professional dance world. The program assists the Member in developing a solid foundation in various forms of dance to increase their versatility, while nurturing the individual’s personal interests and talents. Session runs September – May.

Benefits Exclusive to Pre-Professional Students:

- Audition Prep including mock auditions in April (Dates TBA)
- Assistance in building a professional dance resume
- Professional head-shots. Pictures to be displayed at Elevation.
- Opportunity to participate in Master Classes in Denver (additional fees apply)
- Free Locker for duration of season (Sept-June) (Locker Agreement Required)
- Mentor for duration of season (Sept.- May)
- Opportunity to assist in classes or become a part of our student teacher program (for members ages 15+)

PRE-PROFESSIONAL Pre-Requisites and Class Requirements – Please read thoroughly:

- **SUMMER CLASS REQUIREMENTS:** Performance Company Members are required to take a minimum of 24 hours of dance classes during the summer. Elevation is offering a special rate for weekly class punch cards exclusively to Members (\$336/each – restrictions apply, click [HERE](#) for more details). If a Member is not able to attend classes at Elevation, they must provide written documentation confirming participation at another intensive or other classes during the summer to meet the 24 hour minimum requirement. Elevation Summer Camps are not applicable to this requirement. **Pre-Professional students who do not fulfill this requirement will be moved to the Performance Company Program and will not be eligible to be in the Pre Pro Program for the 2018-2019 season.**
- Performance Company applicants must participate in at least 1 Nutcracker piece, (group and/or lead role,) and therefore must plan to AUDITION FOR THE NUTCRACKER ON MAY 12, 2018 Must submit application by MAY 5 , 2018
- To be considered for the Pre-Pro Program, a Member must have been on and completed Elevation Company for a minimum of 1 year immediately prior (2017/2018 season). Pre Pro members must have placement in the highest level classes offered (for 2018/2019) for the majority of their classes.
- Pre-Pro students must be available to attend 2:30pm classes during the week, if the class schedule offers classes at that time.
- All Pre-Pro Members MUST commit to at least 1 community event as an Elevation representative. Various opportunities for participation will occur throughout the season. Elevation will provide a list of opportunities a member can participate. (May include volunteer work, community performances, junior mentor, etc..)
- Pre-Professional Members are required to attend at least 2 Conventions during the contracted season. Prices vary and are an additional expense to the Company Member.
 - Must be available to take the following HIGHEST LEVEL JAZZ, CONTEMPORARY, HIP HOP, BALLET 6, and Progressions, and company class. **THE REQUIREMENTS MAY CHANGE ONCE THE SCHEDULE IS CONFIRMED. FINAL REQUIREMENTS WILL BE AVAILABLE BY MAY 26.**
- Participation on competition team is mandatory.
- If more classes are available and/or of interest to the Member, those classes may be added at the Pre-Pro pricing upon determination by the Artistic Director, in her sole discretion. See additional class pricing below.

PRE-PROFESSIONAL PRICING:

- **2018/2019 (Sep-May) – A MINIMUM of 8 CLASSES WILL BE REQUIRED. FINAL REQUIREMENTS AVAILABLE MAY 21ST.**
 - 8 classes / week: \$450/Month
 - 9 classes / week: \$495/Month
 - Any additional classes will be \$50/class
 - Plus a minimum of 1 Nutcracker Piece (Group piece and/or lead role.)
 - These rates do not include pointe and pre-pointe as they are billed differently
 - 2 Dance Conventions (Prices can be found on convention website)
 - \$60 Headshot Photography Fee Due Sept.5th (prints additional fee from photographer)
 - Competition Team price not included in above rate (Pricing available online)
- **2018 Nutcracker**
 - \$55 / piece / month for The Nutcracker (applies to group pieces only). The following lead Roles and Final Waltz are priced differently and no discounts apply for these roles: Clara, Nutcracker, Sugar Plum, Cavalier, Drosselmeyer, Dolls, Arabian Princess, Mother Ginger, Fritz/Harriet. (Party Guest does not fulfill this requirement)
- **Additional/Optional Costs**
 - Pre-Pro Private Lesson Rates: (Solo, Duo, or Trio) \$70 / hour Rate can be split between 3 Pre Pro / Company Members MAXIMUM.
 - No other discounts will be available to Members, including, but not limited to, family discounts.
 - Additional classes added above the amount of classes required for the Company Program will be billed at the PRE-PRO RATE OF \$55/month for each class.

- PERFORMANCE COMPANY MEMBERS & PRE-PRO ARE ELIGIBLE TO PARTICIPATE IN A PIECE WITH TEACHERS DURING RECITAL. This piece is always an audience favorite. Cost to participate is either \$9/month (Sept – May) or \$40/month (April + May). Participation is optional. No additional charge for costumes.
- Elevation Competition Team rehearsals are not eligible for Pre-Pro pricing and class requirements.

ABSENCE AND CLASS MAKE-UP POLICIES

*****READ CAREFULLY. IF YOU HAVE A QUESTION PLEASE ASK. YOU ARE EXPECTED TO KNOW AND UNDERSTAND THIS POLICY. ABSENCES CAN CAUSE COMPANY / PRE-PRO CONTRACT TERMINATION RESULTING IN ADDITIONAL CHARGES.*****

Performance Company and Pre-Pro are intense training programs for Members. Upon execution of the Performance Company/Pre-Pro Contract; Members are required and expected to make Performance Company or Pre-Pro, whichever is applicable, a priority. Every effort must be made to NOT miss classes. Consistent class participation is crucial to the success of these programs.

*****There are many applicants for Performance Company / Pre-Professional Program. A Member who does not comply with the requirements is taking an opportunity away from another eager student.*****

Please read carefully the absence policy for the 2018/2019 dance season.

EXCUSED ABSENCES

Definition

- In order for an absence to be an EXCUSED, the Member MUST set forth in writing on the Application for Company / Pre-Pro any foreseen absences the reason for the absence. Applications are due on May 5, 2018
- Parents are required to complete an absence form (available on the Elevation website) in order for an absence to be EXCUSED. The link to the form is located at the BOTTOM of the Elevation Dance Studio website. If an absence form is not received, the absence will be considered **UNEXCUSED**, regardless if a phone call was made to the front desk. We cannot keep track of every parent who calls in, so please be sure fill out the form. Link: <https://goo.gl/forms/HzlOhCZr1plrK89t2>
- Absences are tracked via class sign-in sheets and online absence forms. You may receive a warning when excessive absences or when there are 3 absences in 1 class. It is still your responsibility to abide by attendance rules within the contract.

Emergency Excused Absences

- In the case of an unforeseen school, medical, and/or family emergency, the Member must set forth in writing the following:
 1. A TEACHER'S NOTE for unforeseen school requirements that will affect their grade.
 2. A DOCTOR'S NOTE for unforeseen medical emergencies.
 3. A written note from their parent providing the reason for missing class for an unforeseen family emergency.
- If a Member misses a class for an Elevation required rehearsal, convention and/or performance, that absence will count as an excused absence and will **NOT** count against the total allowed absences.
- If an absence occurs outside of what is written on the application, or outside what is stated above, it will **not** be deemed an excused absence.
- Absences eligible for an excused absence will be subject to approval by the Elevation Faculty and the Artistic Director.
- Parent must complete online absence form located at the bottom of the Elevation Website.

ABSENCE POLICY

- Members are allowed a **MAXIMUM OF 4 ABSENCES** (excused or unexcused) **in EACH of their required classes.**
- **MEMBERS SHALL NOT MISS CLASSES DURING THE MONTH OF MAY**
- **ABSENCES NOT RECORDED ON THE ONLINE FORM WILL BE CONSIDERED UNEXCUSED.**
- If 4 absences occur from one required class, whether excused or unexcused, it will be considered excessive and WILL result in Company/Pre-Pro Contract termination.
 - For example, if a Member misses 4 Jazz classes, this does not have to be consecutive, such absences are automatically grounds for termination.
 - Any other activity / interest / dance rehearsal (outside of Elevation classes, rehearsals, performances, & conventions) will not be considered an excused absence.

ILLNESS/INJURY:

If a Member is unable to dance due to an injury, or is sick and NOT contagious, the Member is required to watch class and take notes if deemed necessary by the Elevation Faculty member teaching such class. If a Member is sick and unable to

participate, a phone call **from a parent** to the front desk must be made AND an absence form must be completed. The Artistic Director, in her sole discretion, may determine whether the Member will be charged for the missed class. In the event a Member will be at 3 absences due to illness or injury, please contact the Artistic Director immediately.

In the event an injury persists and prohibits the dancer from fully participating in multiple classes within a 14 day period, a meeting with the Director will be required. If a doctor has not yet seen the dancer, the Director may require a visit and written authorization from a doctor in order to return to classes. If the dancer is diagnosed with an injury that is substantial enough that they cannot participate in classes for 30 days, a refund will be given in the form of a credit. If the injury is foreseen to last longer than 30 days, please schedule a meeting with the Director.

MAKE-UP POLICY

- Only EXCUSED absences are eligible for a MAKE-UP CLASS.
 - Make-up classes are available ONLY from September – March.
 - If a Member misses a class, they are allowed **ONE make-up class / month for 1 excused absence**. (Note: only 4 absences, excused or not excused, allowed in 1 class before individual program termination.) Any other excused absences will **not** be eligible for a make-up. For example, if a Member is required to take 7 classes per week, but he/she misses 2 within a 1-month period, he/she will only be able to make-up 1 class.
 - ONLINE Absence form must be completed for excused absences to be eligible for Make-Up Class
- **All UNEXCUSED absences are ineligible for a make-up, AND will incur charges on your account. The charge will be \$18 / class. For example, if you miss two classes you will be billed for \$36 in addition to the monthly tuition. If classes will be missed, there may be an opportunity to assist in classes either the week prior or the week following an absence from class upon approval by the Elevation Faculty and the Artistic Director.**
- Permission to make-up an excused absence does not “erase” that absence. A make-up class gives that student an opportunity to get caught up on any missed material from the class absence.

ADDITIONAL COSTS / PERFORMANCE COMPANY & PRE-PRO TUITION REQUIREMENTS

- Performance Company and Pre-Pro tuition described above are at a discount from the published tuition prices. Tuition will not cover certain additional costs, including but not limited to, special workshops, costumes, conventions, competition team, rehearsals and performances. These additional costs may vary from term to term.
- **Recital / Costume Fees / Performance Rehearsals are not included in monthly tuition payments. Performance Company Members are required to participate in the recital in a minimum 2 classes (competition team pieces do not count towards this total). Pre-Professional Members are required to participate in the recital in a minimum of 4 pieces (competition pieces do not count towards this total). Performance Company & Pre-Pro Members are not eligible for discounts on costumes.**

**Additional funds may be available to help with tuition costs through Steamboat Dance Theatre
Apply online: www.steamboatdancetheatre.org**

APPRENTICE PROGRAM and STUDENT TEACHER PROGRAM OPPORTUNITIES

APPRENTICE PROGRAM

Performance Company and Pre-Professional Members will have an opportunity to work off some of the tuition costs in the classes in which they can assist (Apprentice Classes), at the rate of \$15/month. If an apprentice must miss a class, it is their sole responsibility to find a replacement. If 1 class is missed regardless of finding a replacement, the \$15 tuition credit will not be applied for that month.

ALL THOSE INTERESTED IN ASSISTING/APPRENTICING IN A FALL CLASS MUST COMPLETE ONLINE APPLICATION DUE JUNE 5TH, 2018. MANDATORY APPRENTICE TRAINING: THURSDAY, August 23rd Time 3:45-4:30pm. Click [HERE](#) for application.

Once Members have been selected for the season, the Elevation faculty will decide which Member they would like to apprentice in their class, if any. Apprenticeships are available to Members dancing at least 1-2 levels above the apprenticeship class. Not all applicants will be accepted into the apprentice program. In some instances, as approved by the Elevation Faculty and the Artistic Director, an Apprenticeship Class may be used as a make-up for an excused absence. In such an instance, the Member will not receive payment for the Apprenticeship Class.

STUDENT TEACHER PROGRAM

Pre-Pro students ages 15+ are eligible to be invited to or apply for our student teacher training program. Student Teachers will learn the foundation of building a curriculum for a class, class management techniques, and fundamentals of choreography. If this is of interest of you please email Program Director Tiana Buschmann at tiana@elevationdancestudio.com

PERFORMANCE COMPANY AND PRE-PRO PROGRAM ACADEMIC AND BEHAVIOR EXPECTATIONS

DANCE EXPECTATIONS:

- Members will be evaluated throughout the entire season. In January/February 2019, Members will be evaluated by the Elevation Faculty. At such evaluation, the Elevation Faculty, in its sole discretion, will determine whether the Member will stay in the Company or Pre-Pro program, as applicable.
- Members are expected to practice proper behavior and conduct in and outside of class including on social media. Failure to do so may result in termination of the Company/Pre-Pro Contract, as determined by the Elevation Faculty or the Artistic Director, in their sole discretion.
- Members are expected to treat teachers, directors, and other members with respect.
- All Members must wear the proper attire and shoes for class. Socks may not be used for Ballet or Jazz classes. Members are in training and must invest in the necessary attire at additional costs (contracts disclose details).
- Members will be evaluated in every class throughout the duration of the program session in class conduct, overall behavior, attitude, performance, and improvement by the Elevation Faculty and the Artistic Director. **A positive attitude is a must!** Please remember that a Member's attitude affects everyone in the studio and in the class! Elevation Dance Studio prides itself on being a warm, professional and welcoming institution that provides more than just great dancing.
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ACADEMIC EXPECTATIONS:

- Members attending high school **must** maintain a "B" grade point average. Report cards or Progress Reports may be requested by the Elevation Faculty or by the Artistic Director, at their sole discretion.
- If a Member is suspended and/or expelled from school for any reason, the Company/Pre-Pro Contract may be terminated at the sole discretion of the Elevation Faculty and/or Artistic Director.

SOCIAL MEDIA POLICY:

Members are expected to practice proper behavior and conduct in and outside of class including on social media. Failure to do so may result in termination of the Company/Pre-Pro Contract, as determined by the Elevation Faculty or the Artistic Director, in their sole discretion. Student and Parent Use of Social Media: Use of Facebook, Twitter, Instagram, LinkedIn, blogging and other social media outlets is commonplace. This policy is intended to provide Elevation Dance Studio Company Members and students guidelines for the use of social media.

- You do not have permission to reveal any information that compromises Elevation Dance Studio. By that we mean the sharing of personal information about the director, staff, students and/or their families or any proprietary and/or confidential information is strictly prohibited.
- Students and parents should neither claim nor imply that they are speaking on behalf of Elevation Dance Studio.
- Use discretion when posting pictures, including those of other students at Elevation Dance Studio. Obey copyright laws.
- Never post anything that could compromise self-esteem of students attending Elevation Dance Studio.
- If you post videos of classes, rehearsals or competition performances, don't post any choreography in it's entirety, without prior consent from the instructor or director. Elevation Dance Studio owns the copyright to all choreography presented at the school.
- Respect the law, including those laws governing defamation, discrimination, harassment, copyright and fair use. Parents and students should never post negative comments about other schools, teachers, or events, including competitions, conventions and performances.
- You are representing Elevation Dance Studio as a company member. Posts that are inappropriate including implied use of drugs, overly sexualized content, or similar are unacceptable.

DRUGS AND ALCOHOL POLICY

- Members caught using or in possession of tobacco, vaping products, drugs, alcohol, prescription drugs outside of doctors prescription, in or outside the studio will have the following consequences:
- First Offense: 2 week suspension from Elevation (Elevation reserves the right to select timing of suspension) and 5 hours of volunteer service at Elevation. Member will be responsible for all tuition during suspension.
- Second Offense: Immediately terminated from the program, and will be responsible for payment of all discounted tuition plus the remaining tuition for the year.

BULLYING AND/OR INTIMIDATING BEHAVIOR POLICY

- Bullying against any student for any reason, including but not limited to any behavior that is directed toward a student on the basis of that student's disability, race, creed, color, sex, sexual orientation, national origin, religion, ancestry, is prohibited. "Bullying" means any written or verbal expression, or physical or electronic act or gesture, or a pattern thereof that is intended to coerce, intimidate, or cause any physical, mental, or emotional harm to any student. Retaliation against a student who, in good faith, reports an incident of bullying is also prohibited.
- Bullying other members, Elevation students, or anyone at the studio or outside of the studio is prohibited and in direct violation of the contract. If a teacher or director receives 3 written notifications about a member of instances where there is a clear indication of bullying, it is grounds for automatic probation. Member reinstatement is at the discretion of the Artistic Director. It is at the discretion of the Artistic Director if the member's contract will be terminated.

REPORTING PROCEDURE:

Dancers and/or their parents are encouraged to report any misconduct by any company member. Anyone coming forward will remain anonymous. The first step in reporting is to contact the Director. After evaluation of the situation, the Director may recommend a written complaint. Every company member is a reflection of every other company member. Since anyone reporting will remain anonymous, we will not reveal any names to the company member who is exhibiting misconduct. We must work together to maintain the highest level of expectations from all company members.

THE ARTISTIC DIRECTOR SHALL AT ALL TIMES HAVE THE AUTHORITY TO MODIFY THE RULES, REGULATIONS AND POLICIES SET FORTH HEREIN AT HER DISCRETION, AS THEY APPLY TO ALL MEMBERS OR ON A CASE BY CASE BASIS.