



CODE OF CONDUCT

And

CHILD PROTECTION POLICY

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TEAM CANADA DANCE

The official team (Team Canada (Dance) representing Canada at the World Dance Championships

Team Canada Dance offers elite dancers of Canada an opportunity to represent their country on the world stage. Our organization gives dancers the opportunity to travel, meet other dancers worldwide and to compete as a unified team with other dancers from across Canada.

Team Canada Dance also gives Canadian dancers the opportunity to learn from master teachers and choreographers both within Canada and worldwide.

We encourage our Team Canada dancers and their supporters to foster good sportsmanship, and to promote Canadian values while exhibiting our remarkable dance training. We only work with the 'best of the best' choreographers who choose the most talented dancers to represent Canada.

1. **Applicability.** All individuals that are active with Team Canada Dance whether as competitors, judges, parents, guardians, TCD Staff, or supporters (collectively and singly "Participants") are subject to the terms of this Code of Conduct and accept all rules and regulations set by Team Canada Dance and the International Dance Organization.
2. Team Canada will always abide by the Canada Protection laws
3. **Substance Abuse.** Team Canada Dance does not allow any solicitation, use, or possession of illegal drugs. In accordance with the IDO Policy on Anti-Doping. Participants shall not seek to participate while under the influence of illegal drugs, underage or excessive alcohol consumption. <http://www.ido-sport.org/userfiles/dokumenti/ido%20information-doping.pdf>
4. **Canadian Ambassadors:** Team Canada encourages all Participants to treat each other respectfully. As the official team that is representing Canada we expect all dancers, parents,



choreographers and supporters to treat their teammates, choreographers, parents and other dancers from around the World in a respectful and friendly manner.

5. **Harassment** – All forms of harassment are strictly prohibited. Harassment is defined as "engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. Harassment occurs when someone; threatens or intimidates you because of your race, religion, sex, age, disability or any other of the grounds of discrimination; makes unwelcome physical contact with you, such as touching, patting, or pinching.
6. **Discrimination.** Team Canada Dance will never make any decisions based on race, religion, disability, sex , sexual orientation, or any other legally protected status. Decisions to be selected as a member of Team Canada will never be made regarding studio that dancers attend and there will be no discrimination if dancers auditioning are ex-students of the choreographer. All decision will be made according to Team Canada rules and regulations, IDO Rules and Regulations **and the dancer's talent and ability to represent Canada, at the high standard that is expected at the World Championship.**
7. **Conflict of Interest.** Dancers participating as a member of Team Canada dance have a responsibility to behave in a manner that will strengthen and build a positive reputation for Team Canada Dance. A conflict of interest, or the appearance of a conflict of interest can arise when dancers, parents, choreographers, judges or supporters are promoting other competitions in conflict with the International Dance Organization and their sanctioned competitions.
8. **Bribery:** A high standard of Integrity is of the utmost important to Team Canada Dance. No form of bribery will be tolerated. Bribery refers to the offering, giving, soliciting, or receiving of any item as a means of influencing the staff, choreographers, or judges.
9. **Fair Competition.** Team Canada Dance and IDO are committed to complying with all IDO competition rules and regulations. Ages will only be imputed to the IDO system once it has been verified by a **copy of the dancer's passport.** IDO Judges are also committed to judging on the talent and performance, as they see on stage the day of competition. Home Judging will not be tolerated

and will be dealt with through the IDO Disciplinary Committee.

10. **Studio and Choreographer Advertising:** All donated studios for auditions or rehearsals will be listed on our Webpage as a Sponsor of Team Canada Dance. Studios and choreographers that are directly involved with Team Canada Dance may use this in their advertising, but all advertising **must include** the promotion of Team Canada Dance or Website URL.

11. **Media Release:** Any and all media release must be approved by the Team Canada National Director before appearing in newspapers, radios, TV shows or promotions. All media must also include the promotion of Team Canada Dance. A media release outline is available through the National office of Team Canada Dance.

12. **Confidential Information.** Team Canada Dance will comply with all applicable laws respecting the collection, protection, and distribution of personal information. Confidential information shall only be accessed and used for the purpose of Team rosters, airline ticket information, competition participation, medical and health issues during competition, hotel information . Email contact information will only be used for any updates and upcoming auditions, rehearsal or events pertaining to dance. Your contact information will never be shared outside of Team Canada Dance.

13. **Team Captain:** Each Province will have a Team Captain volunteer that will work in close relationship to our National office in Guelph, Ontario. All documentations, rehearsal schedules, letters etc, sent out from **Team Captains or Choreographers** must also send a copy to canadaworlddance@gmail.com

14.**Environmental Sustainability.** Team shall comply with all applicable environmental laws and regulations. All studios that are being donated for auditions or rehearsals must be left in the same condition that it was when we arrived. Therefore, dancers are asked to please take lunch or snack packages back home with you to recycle or discard of. Parents are asked not to put coffee cups into garbage bins especially when they still have liquid in them. Instead of Paper documentation, we will use online formats whenever possible to prevent paper waste.

15. **Media Statements** There is only **one** official Team Canada Facebook page, twitter, and Instagram. We encourage all dancers and teams from across Canada to submit your information, pictures etc. to canadaworlddance@gmail.com It is prohibited to

create any Team Canada Dance pages, webpages, face-book accounts etc., without written permission from Team Canada Dance. If permission is granted links to the official Team Canada pages must be included.

CHILD PROTECTION POLICY FOR DANCERS:

A child protection and safeguarding policy is the first formal commitment to keeping children safe.

This policy clearly articulates the fact that our dance organization values the physical and emotional well-being of all children in its care. This policy should also explain how this will be ensured.

The Two types of abuse that have been found in dance training facilities:

Physical abuse. sexual child abuse

Emotional abuse (Aka: Verbal, Mental, or Psychological)

Physical Abuse: (Types of physical abuse)

Assault, *Choreographers will never assault a dancer, example of assault are hitting, slapping, punching, kicking, hair-pulling, biting, pushing*

Rough handling, *Choreographers will never push, trip, or grab dancers in such a way that would cause physical harm to a dancer*

Dangerous Physical punishments, *Choreographers from time to time may ask dancers to do push-ups, or jumping jacks I have seen this in some settings where a dancer will just not talking in class, and the punishment was push-ups. This is not what we would consider dangerous*

Inappropriate Language Verbal abuse

- *Choreographers will never swear or use inappropriate language*
- *Choreographers yelling or raising their voice in class For motivation purposes is not considered child abuse, as this is part of any sport training to motivate the dancers.*

REHEARSALS: *Our rehearsal days are long, and we are actually putting in one year of dance training and choreography into a few months. During rehearsals dancers will be given breaks. If you feel your child has been selected for too many routines and cannot manage the long days, please feel free to talk with choreographer about removing the dancer from some of the routines*

Making someone purposefully uncomfortable

(humiliation in front of others)

A choreographer will never center out a child or belittle them. If a child is not keeping up with the rest of the class, the choreographer will take this child aside and speak to them. If the child needs to be released from the team, the choreographer will speak with parents.

Travelling:

*We have in the past experienced parents that have been abusive verbally to our Team Captains, Choreographers or Directors because of a cancelled flight due to weather, or we have arrived at 10:00 am in the morning to hotel to check in, and rooms were not ready, or bus left on time and they missed the bus. **This is not acceptable behaviour, and any adult, parent or dancer behaving in this manner could forfeit their placement on Team Canada***

Bullying

- *Cyber bullying or any type of bullying will have zero tolerance and could result in being expelled from participating in Team Canada Activities.*

Organization

Organization will always follow-up immediately on any abuse or child protection claims.

Organization will keep parents informed by sending out reminders for rehearsals

Whenever possible a full rehearsal schedule will be sent to you before the first rehearsal.

Travel Costs will be on your travel forms.

Choreography Costs, Costumes and Accessories, Insurance for you and your family, and extra luggage costs will not be

included on the Travel Form, or covered by Team Canada Dance.

*Confirmed travel details will never be available to **anyone** until all dancers and their supporters are guaranteed space on Team Travel. (this is usually 4-6 weeks before departure.) However, date will be available for departure and return. (This is to prevent outsiders that want to attend on their own taking up space on the aircraft and our team getting bumped – this has happened in the past)*

Please be aware that Dance is a dance sport that injuries could occur. By allowing your dancer to participate in Dance and as a member of Team Canada, any injuries sustained will not be considered Child Abuse.

If you feel the choreography is dangerous, it is your responsibility to speak to the choreographer.

It is expected that all of the above pertains to all people associated with Team Canada including parents and guardians.

Team Canada will also have a responsibility to report any suspected Child Abuse.

Possible signs of neglect and acts of omission

- *Poor physical condition and/or personal hygiene*
- *Pressure sores or ulcers*
- *Inappropriate or inadequate clothing*
- *Not providing adequate food and drink,*

Possible signs of physical abuse

- *No explanation for injuries or inconsistency with the account of what happened*
- *Injuries are inconsistent with the person's lifestyle*
- *Bruising, cuts, welts, burns and/or marks on the body or loss of hair in clumps*
- *A change of appetite, weight loss/gain*
- *Signs of distress: tearfulness, anger*
- *Apparent false claims, by someone involved with the person, to attract unnecessary treatment*
- *Unnecessary pressure on the child to be the best at all cost or consequences.*

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