



## Code of Conduct Rules and Policies & Core Values

**Purpose:** *These rules and policies are set forth as a guideline for conduct and are implemented to foster a productive, positive, and peaceful environment for JBY Academy™, its students, and family members. It is expected that the code of conduct rules be followed consistently. JBY Academy™ is a homeschool community that aims to provide a fun, creative, and positive environment for students and families. Our Five Core Values are rooted in spiritual principles. As we are believers in the Father, the Son, and the Holy Spirit. By being a member of JBY Academy™ you agree to abide by these code of conduct rules and policies as well as our Core Values.*

### Code of Conduct Rules and Policies:

- **Classes, Meetups, Rehearsals, Field Trips, Events, and Overall Etiquette:**
  - **Arrive on time.** Being early is being on time. Being on time is being late. Being late is not acceptable. Punctuality is greatly appreciated. Thank you in advance for arriving on time. This includes the virtual classes.
  - **Sick policy:** if you are ill in any way, please do not attend any in-person meetup or function. Due to the covid-19 pandemic masks are required to be worn to participate in all JBY Academy™ in-person in-door functions. NO EXCEPTIONS. Until further notice at the full and complete discretion of JBY Academy leadership. Masks must always be worn properly/correctly, covering both the mouth and nose when indoors as per church policy. Hand sanitizer and hand disinfecting wipes must be used while participating in meetups/functions. We reserve the right to check temperatures during check-in.
  - **COVID-19 policy:** Due to the covid-19 pandemic and the new Delta variant we reserve the right to practice social distancing at all JBY Academy™ in-person in-door meetups/functions. NO EXCEPTIONS. Until further notice at the full and complete discretion of JBY Academy leadership. We realize that children will be children and while we want the children to socialize like “normal” due to the pandemic we have to encourage “safety smarts”. The overall well-being of the children takes top priority.
  - **No smoking or vaping.** NO EXCEPTIONS.
  - When engaging on the JBY Academy™ Facebook group you must abide by the group rules.
  - No foul language, racial slurs, or hate speech, at any time under any circumstance. Violation of this rule will result in immediate suspension from JBY Academy™ and revoking of membership with no refund given for dues, tuition, or fees paid.
  - No bullying, name calling, teasing, or jeering. No fighting or rough housing. Violation of this rule will result in immediate suspension from JBY Academy™ and revoking of membership with no refund given for dues, tuition, or fees paid.

**JBY ACADEMY- HOMESCHOOL COMMUNITY GROUP**

**Email:** [jbyacademykids@gmail.com](mailto:jbyacademykids@gmail.com) \* **Online:** [www.justbeyouacademy.com](http://www.justbeyouacademy.com)

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# JBY Academy™

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- We are a community and shall treat one another with mutual respect, kindness, compassion, courtesy, and carry ourselves with dignity and grace.
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- **Communication:**
    - No texting. JBY Academy™ does not communicate via text. Please call or email.
    - When corresponding via email, be mindful of the tone and context of your message's language. For important matters concerning your child an in-person meeting is preferred. Unprofessional, combative, argumentative, and/or ill-mannered emails and/or overall communicating, will result in immediate suspension from JBY Academy™. And revoking of membership with no refund given for dues, tuition, or fees paid.
    - In the case of snow/inclement weather causing a cancellation of a JBY Academy™ function; you will be notified via a phone call and/or an email.
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- **Membership Extras**
    - **Community Service:** It is good to serve. When you sow a seed, you will reap a blessing. As a member of JBY Academy™ you are encouraged to participate in at least one community service-related project during the school year. Thank you in advance.
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- **A JBY Academy™ Artist's Etiquette:** 📢 *(applicable only to students who are interested in participating in a JBY Academy performing/creative arts production)*
    - **Commit to your commitments!**
      - As a member of JBY Academy™, wishing to participate in our performing/creative arts productions, as a performer, crew, staff, volunteer, or cast member, you agree to abide by an ethic of consideration, respect, and courtesy to JBY Academy™, and your fellow student artists. This rule is in place to teach young student artists about professional integrity. Pulling out of a production once rehearsals have begun or being disruptive in general is a violation of this rule. As such, student artists who are in violation of this code of ethics will result in a jeopardizing being allowed to perform in a future JBY Academy™ production.
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- **JBY Academy™ Performances/Productions Policy:** Once a JBY Academy™ performance/production is scheduled; all student artists who are cast, are expected to attend *every* rehearsal. Repeatedly missing rehearsals will result in being re-cast. Student artists may be required to audition for certain JBY Academy™ performances/productions. On the date of the performance/production student artists must arrive on time, with wardrobe, and props. *Student artists should arrive rested, energized, focused, and ready to perform with a spirit of excellence. Parents are required to volunteer to assist with set design, set-up/clean-up, costume/wardrobe, hair/make-up, welcome table, and refreshment table - much like a community theater.*
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## Code of Conduct Rules and Policies Continued:

### **JBY ACADEMY™ FIVE CORE VALUES – I.M.A.G.E. MATTERS!**

- **Integrity** - We strive for integrity in every program, production, and event we create. As well as the environment and culture we create before, during, and after a program or production is completed. This also applies to our classes, classroom environment, and meetups. Integrity of spirit, character, and work ethic is required of every participant and student in JBY Academy™. (**Luke 6:31-38, Galatians 5:22-26**)
- **Mentoring** - We believe in the passage "Train up a child in the way that he [she] should go, and when he [she] is old, he [she] shall not depart from it." Mentoring and community is essential for JBY Academy™ to run as a unified homeschool group. Mentoring is the root of who we are and all we do. Everyone involved in JBY Academy™ has a responsibility to be a mentor and a positive role-model in some capacity. Even the children. (**Proverbs 22:6**)
- **Anointing** - We believe there's a difference between having talent versus being anointed. JBY Academy™ events, productions and programs are covered under an anointing that goes deeper than just being talented in the arts. We cover everything we do in prayer. (**Romans 12:4-8**)
- **Grace** - At JBY Academy™ we believe having a spirit of grace, treating others with grace, and conducting ourselves with gracefulness, is imperative to the success of everything we embark upon. Grace is something that brings people and communities together versus tearing them apart. JBY Academy™ is proud of the grace we bring into the world. Grace is the cornerstone of our character. (**Romans 12:9-21**)
- **Energy** – JBY Academy™ believes in the power of positive energy. It fuels every aspect of our organization. Every man, woman and child are encouraged to bring positive energy into the room. Energy is alive and it transfers to one person to the next. JBY Academy™ is charged by positive energy in every area. We simply do not accommodate negative energy. (**Proverbs 15:1-2, Proverbs 17:14**)

### CONFIDENTIALITY CLAUSE

- Be confidential. What happens within JBY Academy™; stays within JBY Academy™. Please refrain from discussing/posting/publishing internal matters regarding JBY Academy™. Especially on social media. This rule is to protect the children and families first and foremost. Please refrain from sharing internal documents and/or posting/publishing administrative documents or information in any way shape or form. This confidentiality clause is put in place primarily as a safety provision for the child and for the integrity of our homeschool group.
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I: \_\_\_\_\_ (parent/guardian name) have read and understand the JBY Academy™ Code of Conduct Policies and Rules and agree to abide by them accordingly.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

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