

Positive Performing Arts Association's (P.P.A.A.'s) Code Of Ethics,
Agreements, and Release of Liability Statement
(for "Partner" performing arts schools, studios and instructors)

It is understood that Positive Performing Arts Association's "Partner" Schools, Studios, and Instructors, along with all staff, members, volunteers, and employees agree to the following:

- Shall offer performing arts education in a positive, safe, and encouraging environment.
- Shall effectuate dance and other arts instruction and performances to be positive in its message and choreography, free of suggested or overtly sexual enticement, violence, and vulgarity (unless absolutely necessary to convey a positive end message, in which case age appropriate choreography, language, wardrobe, actions, and parental or guardian approval, are utilized).
- Shall allot, at least, 15 minutes per week, or one 45-minute extra class per month to talk to the students about their needs and well-being, incorporating age appropriate life skills, drug awareness education, the teaching of the "Golden Rule" and other virtues such as kindness, honesty, integrity, character, self-control, service, and other virtues, utilizing P.P.A.A.'s materials or other professionally approved educational materials.
- Shall always display and maintain professionalism and integrity in classes, dance competitions, performances, and other events. This includes instructors, staff, and students (including friends, family members, and guardians of participating students).
- Shall commit to the principle of integrity regarding business practices, teaching, and other professional activities.
- Shall agree to maintain business liability insurance at all times.
- Shall be honest and straightforward with students and parents regarding class and program fees and expenses.
- Shall maintain high standards in communication and customer service.
- Shall maintain a qualified and educated faculty.
- Shall act to prevent false or misleading marketing and advertising.
- Shall respect fellow school owners and/or teachers and agree not to discredit, malign, or in any way cast aspersions on the abilities of another school or dance colleague.
- Shall refrain from directly soliciting students, faculty, or staff from another partner school without the consent of that school.
- Shall treat office employees, instructors, subcontractors, and suppliers fairly and honorably.
- Shall practice U.S. federal law protections of individuals from non-discrimination or harassment based on sex, race, age, disability, color, creed, national origin or religion.
- Shall join the united voice of Positive Performing Arts Association to effect municipal, state, and national legislation for the furthering of artistic ideals and the economic and social welfare of its partners and students.
- Shall make continuing education a priority for instructors and staff by attending professional training on a regular basis, including, if possible, attending P.P.A.A.'s annual workshop and competition (if available).
- Shall comply with the rules and regulations prescribed by law and government agencies for the health, safety, and welfare of students and their families.
- Shall follow up on references and conduct appropriate background checks on employees, instructors, volunteer staff, and adult mentors that will have direct contact with minors before allowing contact. You shall not use as staff, contractors, mentors, administrators, or volunteers, any person that is a convicted sex offender or child molester.

- Shall have an open-door policy for the students to come to you if they have a need or an issue while complying with the rules and regulations of state and federal government agencies for the health, safety, and welfare of students and their families.
- Shall consider P.P.A.A.'s encouragement to implement leadership and mentoring programs for students, while taking appropriate steps to ensure the safety of the student.
- Shall use funds donated by Positive Performing Arts Association to our partner schools, studios, or instructors, for the purposes of scholarships for low income, youth or young adult children of incarcerated parents, or other at-risk youth or young adults.
- Shall understand that being a "Partner" with P.P.A.A. does not allow for voting or controlling membership nor does it constitute a legal business partnership.
- Shall agree "Partners" are not allowed to place P.P.A.A.'s logo on any item other than our "Partners" marketing literature; nor are they allowed to sell or give away any item with the Positive Performing Arts Association name or logo attached, unless purchased directly from Positive Performing Arts Association.
- Shall agree not to state nor imply in any manner, including in any marketing material, that the "Partner" organization is a branch location of Positive Performing Arts Association. Nor can the "Partner" organization or staff, state or imply, nor place on any advertisement material, that the "Partner" organization is a part of "Positive Performing Arts Association in any manner.
- Shall agree that the "Partner" organization shall not use our name, "Positive Performing Arts Association" in the name of their organization, nor use a similar name. "Partner" shall understand that the name "Positive Performing Arts Association is a protected Trademark registered with the United States Patent and Trademark Office.
- Shall agree that any violation of this document, at the sole discretion of P.P.A.A.'s Board of Directors, may result in the termination of "Partner" status and all association and communication with Positive Performing Arts Association, its affiliates, members, participants, sponsors, donors, advertisers, and other "Partner" schools, studios, instructors, and artists.
- Shall agree to this Release of Liability Statement: It is expressly understood that P.P.A.A.'s "Partner" schools, studios, instructors, or artists, their students, parents and guardians, agree not to sue, and hereby release, discharge, and covenant from all liability, claims, demands, losses, or damages on the "Partner's" or "Partner" affiliated schools, studios, participants, instructors, staff, artists, parents or guardians account: Positive Performing Arts Association, Natasha's House of Hip Hop, Chosen Urban Dance Crew, their affiliates, respective administrators, directors, agents, officers, staff, members, volunteers, employees, participants, sponsors, donors, advertisers, owner and/or lessor of properties in which activities takes place, other "Partner" schools, studios, instructors, or artists.

By paying the annual fee and joining Positive Performing Arts Association as a partner school, studio, or instructor you agree to abide by P.P.A.A.'s Code of Ethics, Agreements, and Release of Liability Statement.

"Partner" Organization Director signature: _____

Date: _____