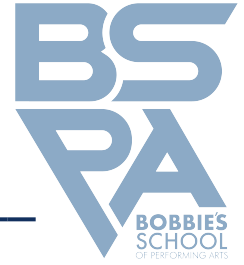


BOBBIE'S SCHOOL OF PERFORMING ARTS

CORE COMPANY CODE OF CONDUCT



—2026-2027 SEASON—

*On CORE Company, talent may earn you a place on the team,
but your character determines the teammate you become.*

At Bobbie's School of Performing Arts, we believe that *who you are matters just as much as how you dance*.
Being a member of CORE Company is a privilege that comes with responsibility, integrity, and respect for those around you.
**Our goal is to create an environment where every dancer, parent, teacher, and family feels safe, encouraged,
respected, and supported. Every member of our community plays a role in protecting that culture.**

OUR COMMITMENT

As a CORE Company dancer and family, we agree to the following:

	DANCER INITIALS	PARENT INITIALS
1. Treat every teammate with kindness, respect, and encouragement. We celebrate one another's successes and support one another through challenges. There are so many valuable life lessons that come from being part of a team, and how we, as parents, help our children process those experiences plays an important role in shaping how they navigate both their highs and their lows.	_____	_____
2. Maintain a zero-tolerance policy for physical or verbal aggression. Physical violence, threats, intimidation, inappropriate language, or disrespectful behavior will not be tolerated.	_____	_____
3. Refrain from bullying, teasing, exclusion, gossip, or harassment - For children and parents - in person, online, in the studio lobby, through text messages, in kids group text threads & on social media. You are not only representing yourself but the studio as a whole.	_____	_____
4. Speak respectfully about fellow dancers, families, teachers, directors, judges, studios, and competitions. Concerns should always be brought directly to the other CORE Directors - not discussed among other families or students.	_____	_____
5. Represent Bobbie's School of Performing Arts with professionalism at rehearsals, conventions, competitions, performances, hotels, restaurants, and all studio-related events. You never know who is around you at these events or in these locations.	_____	_____
6. Demonstrate respect in the classroom. Disruptive behavior, inappropriate conversations, disrespect toward teachers or teammates, or behavior that distracts, myself or others, from learning will not be accepted.	_____	_____
7. Parents will model the same respect we expect from our dancers. Parents will not speak negatively about another child, family, teacher, or director at the studio or at any studio-related event. If there is an issue at an outside event, all conversations will be dealt in a neutral space outside of where the event is being held.	_____	_____
8. Support independence and personal growth. As dancers grow and mature, we encourage them to become confident and responsible. To help foster this independence, parents are encouraged to utilize our designated outside area during classes rather than the lobby. Giving the kids more space to change their own shoes & change their dance wear will only encourage them to build confidence in these areas.	_____	_____
9. Contribute to a positive team culture by choosing words and actions that make every member of our studio feel welcomed, valued, and supported.	_____	_____

THREE-STRIKE POLICY

Maintaining a healthy team culture is everyone's responsibility. If these expectations are not met, the following process will be implemented:

Strike #1: A meeting will be held with the student, parent(s), and Company Directors to discuss the concern and establish a clear plan for improvement.

Strike #2: The student will not be permitted to compete their solo at the next required competition. If there is no solo to pull, whether they do not have a solo or there are no more opportunities in the season to perform one, the consequence is to suspend them from classes and rehearsals for the next week.

Strike #3: The student will be placed on probation for the following competition season. During probation, they will participate as an understudy for company routines.

Please Note: Serious incidents involving bullying, harassment, violence, threats, discrimination, or behavior that jeopardizes the safety or well-being of others may result in immediate disciplinary action at the discretion of the Studio Directors and may bypass the three-strike process.

OUR PROMISE

We are committed to creating a studio where dancers feel challenged, inspired, safe, and genuinely cared for. We ask every family to partner with us in protecting that culture. **If you feel that these expectations do not align with your family's values or you are unable to commit to them, being in a Bobbie's Company may not be the right fit for your family.**

Thank you for helping us create a community built on kindness, accountability, respect, and excellence. 🙌

ACKNOWLEDGEMENT & SIGNATURE

By signing below, we acknowledge that we have read, understand, and agree to uphold the CORE Company Code of Conduct throughout the 2026-2027 season.

DANCER NAME: _____

PARENT/GUARDIAN NAME: _____

DANCER SIGNATURE: _____ DATE: _____

PARENT/GUARDIAN SIGNATURE: _____ DATE: _____