** Children’s Ballet Theatre of Michigan**

**Parental Code of Conduct Pledge**

• I promise to encourage and model good team behavior by demonstrating positive support for all CBT dancers, staff and volunteers at every performance, rehearsal and meeting.

• I promise to encourage and model good problem solving skills by attempting to gather facts before I criticize others and then to first voice concerns, criticisms and complaints through appropriate channels within the organization as outlined by CBT Policy in order to solve problems and move the organization forward.

• I promise to place the emotional and physical well-being of my child ahead of any personal desire for their success in the company.

• I promise to insist on, support and assist in the development of a safe and healthy dance environment for my child.

• I promise to provide support as I can for staff and volunteers working with my child to provide a positive and enjoyable experience for all.

• I promise to remember that this company is for children and not for adults.

• Understanding that there may be times of stress and sadness, I promise to do my best when I can to make CBT fun for everyone involved.

• I will ask that my child treat other dancers, staff and volunteers with respect regardless of race, gender, age or ability.

• I will ask that my child express their concerns about CBT to me first. Then I promise to model appropriate problem solving behavior as I work with my child to address their concerns about CBT.

• I understand that anything I say about CBT to outside vendors and contractors can affect this organization’s reputation and ability to do business. I promise to keep appropriate boundaries with the professional organizations that we contract with.

• I promise that I will not discuss with the Artistic Director or staff my personal opinions concerning the casting, placement or continuation in the company of any dancer other than my own, except and unless I am required to do so in the context of a formal Dancer Management meeting

or in a closed session of the Board of Directors.

• I promise to be a respectful audience member of CBT.

• I understand that making a verbal, written or physical threat of harm to any CBT dancer, volunteer, staff member, property or to the organization itself may result in the immediate dismissal of my entire family from CBT.

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I have read the Children’s Ballet Theatre of Michigan Parental Code of Conduct Pledge and agree to abide by its terms and conditions.

Signed\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Printed Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Dancers Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_