

BAM's Code of Conduct

Code of Conduct

BAM is committed to providing a safe and welcoming environment for all our participants, patrons, volunteers and staff. To ensure safety and comfort for all, we expect all individuals to act in a mature and responsible way that respects the rights and dignity of others. This applies to all staff, participants, students, parents, family members, and guests.

Our code of conduct does not permit language or action that can hurt or frighten another person or that falls below a generally accepted standard of conduct.

Specifically, this includes:

- Angry or vulgar language (verbally or text messages), including swearing, name-calling, shouting, or sexually suggestive language
- Physical contact with another person in an angry or threatening way as well as continued physical contact in which a person has asked someone to stop contact
- Any demonstration of sexual activity or sexual contact
- Harassment or intimidation with words, gestures, body language, texts, or other menacing behaviors
- Behavior which intends to or results in the theft or destruction of property
- Carrying or concealing weapons or devices that may be used as weapons

Please notify the instructor/director if you need assistance. Complaints of harassment/bullying should also be directed to the instructor as soon as possible by phone or email.

As best as possible, please include information of the time, place, current activity, harassment/bullying event, names/descriptions of the bully or bullies, and any witnesses.

All reported violations will be investigated, and violations of the code of conduct will result in dismissal from our programs, without exception. No refunds will be given.

Discipline Policy

Positive attitude and cooperation of all participants is vital to the success and happiness of the class/camp/production as a whole, and therefore any disruptive or violent behavior will not be tolerated in our programs. BAM reserves the right to determine who is or is not suitable for our programs and will take all measures to provide a safe and constructive environment.

We aim to provide a positive learning environment for all children and we welcome discussions with parents regarding behavior patterns and strategies, especially prior to the program starting.

We support a three strikes behavior policy; however, we reserve a zero tolerance policy regarding items listed in the code of conduct above. In such cases, parents will immediately be contacted to pick up the child pending an investigation.

If a child disrupts class, he or she is given a warning by the instructor or assistant.

The second warning will result in an in-class time out.

If the problematic behavior continues, the student's parent will be notified of the occurrence by email, phone, or at pickup. (If behavior is too disruptive, the parent will be called to come pick the child up early from class/rehearsal.)

If the problematic behavior continues beyond one class/rehearsal, the parent will be contacted and the child may be dismissed from the class or production.

Note: There is no tuition refund for children who are dismissed from camps, classes, or productions.