

PERFORMER AGREEMENT

DEFINITIONS

"SDC" refers to Seraka Dance Company as a whole, including the SDC's Artistic Director, Technical Director, Principal and Corps dancers.

"Performer" refers to the dancer agreeing to participate in the project.

"Project" refers to the 2025 production of *Elements*, produced and presented by SDC.

"Contract Period" is between **04 September 2025** and **15 November 2025** inclusive. The end date is tentative, based on theatre availability and production date.

SCHEDULES

Unless advised otherwise, all rehearsals will take place at **Dance Space (3rd floor East), Arts and Culture Centre, 95 Allendale Road, St. John's NL.**

During the contract period, the weekly rehearsal schedule will be

- **Sundays 10:00a to 12:00p** starting 07 September, and
- **Thursdays 7:00p to 9:00p** starting 11 September.

Rehearsals will continue on holiday weekends (eg; Sunday 19 October and Sunday 09 November). Additional rehearsals may be scheduled as needed.

Director's Rehearsal will take place **Thursday 13 November** from 6:00p to 10:00p. While the full time may not be used, the studio is booked in case it is needed.

Staging and Technical Rehearsal will take place on **Friday 14 November** from 10:00a to 10:00p at **LSPU Hall, 3 Victoria Street, St. John's NL**, schedule TBD. Performers are only required to be present for the pieces they are assigned.

There are no touring dates during this contract period. The 90 minute stage performance will be held on **Saturday 15 November** at LSPU Hall, schedule TBD. Performers should expect to be at the theatre for most of the day. There will be a final rehearsal and cast meeting in the morning, dress rehearsal with photo and video filming in the afternoon, and show in the evening.

STANDARDS FOR ENGAGEMENT

The following standards are informed by provincial legislation and guided by [Standards for Dance outlined by the Canadian Alliance of Dance Artists](#).

All parties involved in the Project are responsible for maintaining a harassment-free work environment.

- Everyone is entitled to perform their duties in a harassment-free work environment.
- Everyone is responsible for fostering a harassment-free work environment.
- Everyone is entitled to a safe and accessible resolution process for complaints.

Harassment is defined as any objectionable or offensive behaviour that is known, or should be reasonably known, to be unwelcomed. Harassment may be intentional or unintentional.

Examples of harassment include, but are not limited to:

- Verbal abuse, yelling, and/or making threats,
- Making degrading or offensive comments, gestures, or jokes,
- Spreading malicious gossip or rumours,
- Inappropriate communication through social media, email, or instant messaging,
- Actual or threatened physical contact or assault,
- Bullying or intimidation (eg; sabotaging equipment, interfering with someone's ability to perform their duties, exclusionary practices, etc.).

All parties will behave in a respectful manner at all times when engaged in activities for the Project. All parties will treat themselves and all people involved in the Project with respect and kindness; understanding that honesty, vulnerability, and openness is vital to the success of the Project.

RIGHTS AND RESPONSIBILITIES OF THE PERFORMER

1. The Performer will be a representative of the Project. The Performer will behave in a respectful manner at all times when engaged in activities for the Project.
2. The Performer will attend all rehearsals as required. If the Performer is injured, they will attend all rehearsals to observe. If the Performer is unable to attend, they will notify SDC in advance. If the Performer is absent from **three (3) or more** rehearsals, they understand that they may be removed from the Project.
3. The Performer will be punctual for rehearsals, ready to begin at the scheduled time. This includes bringing necessary gear such as water, footwear, and wearing appropriate attire.
4. The Performer will actively participate in rehearsals, maintaining their highest levels of engagement and focus, minimizing personal distractions (eg; cell phones), and executing choreography to the best of their ability.
5. The Performer will learn their role(s) within a reasonable time period set by the Choreographer/Director. This includes reviewing material and practising as needed outside of rehearsals.
6. The Performer has the right to a sufficient and reasonably safe rehearsal time period for props, extraordinary costuming, etc.
7. The Performer will be responsible for their warm up, cool down, as well as their after care and health maintenance of their body to help prevent injury (eg; massage, body rolling, ice/heat application, water, hygiene, medications, etc.)
8. During rehearsals and performance, necessary protection for the Performer (eg; knee pads, bandages, braces, etc) will be allowed if required. The Performer will inform SDC at the earliest possible time if such protection is necessary.
9. The Performer will not present themselves for rehearsals or performance while under the influence of drugs or alcohol, or their after effects. If the Performer is unable to rehearse or perform due to intoxication or similar impairment, SDC's Artistic Director may determine that the Performer will not rehearse or perform.
10. The Performer will be their own advocate for their physical, mental, and emotional wellbeing (and is responsible for their own health and personal injury insurance). The Performer has the right to refuse to perform any acts they deem unreasonable or unsafe. As soon as is reasonably possible, the Performer will disclose any significant injury or chronic illness that may impact their participation in the Project.

11. As a courtesy, the Performer will make SDC aware of their participation in other dance projects during the Contract Period.
12. The Performer will attend any required costume fittings, and properly care for their costumes and props.
13. The Performer will provide their own jewelry, undergarments, standard rehearsal and performance clothing, and footwear, as well as makeup and basic hair care.
14. The Performer will pay strict regard to stage makeup and stage dress, as directed.
15. The Performer will arrive at the performance venue no later than the show call time, and will remain at the venue until wrap time is called by the SDC's Artistic Director.
16. The Performer will abide by all the rules of the venue that are not in conflict with the provisions of the Agreement.
17. The Performer is not liable for any costs if SDC, the producer, or the presenter declares bankruptcy, or the Project is financially non-viable, or non-profitable.
18. The Performer is not required to fulfill any role other than dancer, unless otherwise negotiated or specified in the Agreement.
19. The Performer will participate in community engagement and promotional activities undertaken by SDC, including sharing Project posts by SDC on social media, spreading word through personal connections, and being well-informed to speak knowledgeably on the Project when asked by patrons or potential interested parties.

RIGHTS AND RESPONSIBILITIES OF THE SDC

1. SDC will be responsible for all aspects of producing and presenting the Project, or delegate to external vendors as appropriate. This includes, but is not limited to:
 - 1.1. Scheduling and venue booking.
 - 1.2. Promotional material and marketing.
 - 1.3. Staff, crew, and technician management.
 - 1.4. Set design, including lighting.
 - 1.5. Sourcing and ordering costuming and props for performers.
 - 1.6. Box office and ticket sales.
 - 1.7. Financial health and viability, accounts payable and receivable.
2. SDC will create, research, develop, choreograph, direct the performance pieces including entrances, transitions, exits, staging, etc.
3. SDC has the right to cast the Performers who are suitable in fulfilling the specific needs of the production and will communicate all casting and casting changes in a timely manner.
4. SDC will not make demands on the Performer that place the Performer's health and welfare at risk.
5. SDC will lead rehearsals while adhering to the designated schedule to the best of their ability.
6. SDC will be prompt and punctual for all events related to the Project (caveat: SDC follows the mindset of *"if you're on time then you're late, if you're 10 minutes early then you're on time."*)
7. SDC, specifically the choreographer/director of the piece, is responsible for being transparent with information relating to the time and resources required to complete their work, when asked.
8. SDC will meet agreed rehearsal, production, and performance schedules and budgets, and communicate any variances in a timely manner.

PROPERTY OWNERSHIP AND RIGHTS

It is understood that all choreographic material created during the Contract Period belongs solely to SDC. The Performer may not use such choreographic material unless permission is given by SDC's Artistic Director.

The Performer agrees that SDC and/or personnel hired or secured by SDC may record video and photograph all aspects of the Project, including rehearsals, performance and "behind the scene" style interviews. All pictures, video, audio, and film taken and/or recorded remains the property of SDC. SDC will consult the Performer should the need to sell these rights arise in the future.

SDC reserves the right to use Performer's likeness, image, voice, etc.. for promotional purposes, including uploads to online video platforms, SDC's website, social media, and other.

APPENDICES

EXPECTATIONS OF OURSELVES AND EACH OTHER

Effective: Sun 07 Sep 2025

- **Take the work seriously, but not ourselves**
 - Be silly and have fun
 - Practise - "*5 minutes is better than no minutes*" (Flight of the Conchords)
 - The second you get the sequencing (or even part of it), start rehearsing how you'll dance on stage. Perform it in the studio as soon as possible.
- **Assume best intentions**
 - Everyone in cast and crew want you/us/this to succeed, no one is malicious
 - Understand sometimes people don't have the right words, but mean well
 - We don't know what someone may have gone through or what their mind/emotions are like coming into rehearsal (*their dog could have barked at them!*)
- **Be on time**
 - Arrive ready to dance
 - Stay on schedule during rehearsals,
- **Minimize distractions**
 - Phones silent (unless needed), and side chatter in whispers (if needed)
 - Pay attention to the work that's rehearsing even if you're not in it, you can still learn from active listening and critically thinking
- **Take feedback gracefully**
 - Apply corrections as best/soon/consistently as you can.
 - Corrections and feedback means that you have support and someone who believes in you.
- **Take direction from the directors / Let the directors do the directing**
 - Your fellow dancers are working on their own things, they're not responsible for your learning and understanding.
 - If giving information about choreography/counts, be aware the director may change their mind or update a choreographic choice
- **Trust the process**
 - You may not have all the information, the show may develop in a way you do not yet understand, so see things through.
 - You can also be 'the process' so trust yourself, learn and grow, make mistakes, and don't be afraid to fail.
- **Be adaptable**
 - Changes happens, roll with the flow and "[*be water, my friend*](#)" (Bruce Lee)
- **Consent if very sexy and revokable**
 - No means no, yes can turn to no, and a yes is not always yes.
 - Respect and patience goes a long way.

- **Call in, don't call out**
 - Critique in private, praise in public - if you have something to tell someone, table it until you can take them aside, don't call things out in the room, especially if it's negative or sensitive.
 - If your first instinct is defensive or negative - hold back and question that for yourself.
- **Be mindful backstage**
 - Quiet in the wings, watch for those rushing for a quick change, don't block pathways, what's on stage and when's your cue
- **Sober show**
 - No alcohol or drugs (or other altering-substances) pre-show, save your celebrations until after the performance, if you like to imbibe.
 - Be mindful that some people may be on a sober journey, so be cool.

Director Additions to Bring Forward for Group Approval:

- **We don't comment on bodies**
 - if it's something someone can fix in under 5 minutes, share. If it's over 5 minutes, hold that thought to yourself.
 - Exceptions: corrections from director about body parts/lines/angles, or private discussions between dancer and costume designer.
- **Be your own advocate**
 - ask for what you need, care for your body's health and nourishment
- **Be honest and communicative**
 - transparency is key to a smooth production.