

Eliot Smith Dance

Code of Conduct for Freelance Dancers

This Code of Conduct outlines the expectations and professional standards for all freelance dancers engaged in projects with Eliot Smith Dance (ESD). It is designed to ensure a safe, respectful, and productive working environment for everyone.

1. Professional Behaviour

- Dancers are expected to conduct themselves with professionalism, respect, and courtesy towards fellow dancers, staff, collaborators, and members of the public.
- Discriminatory, abusive, or inappropriate behaviour of any kind will not be tolerated.

2. Rehearsal Etiquette

- Arrive punctually and prepared for all scheduled rehearsals, classes, and calls.
- Mobile phones should be silenced during rehearsals unless required for work-related purposes.
- Dancers should follow the directions of the Creative Director and rehearsal leaders in a cooperative and respectful manner.

3. Changing and Use of Studio Space

- To ensure comfort and privacy for all, dancers **must leave the studio when getting changed if the Creative Director is present**, or the Creative Director will leave the studio while dancers change.
- Changing should only take place in appropriate designated areas.

4. Use of the Residence Building / Rehearsal Venue

- Dancers **must not use or rehearse in the building of residence or rehearsal venue outside of scheduled times**, unless permission has been granted **in advance**.
- Permission must be sought from:
 1. **The Creative Director** — in person *and* by email.
 2. **The residence building/venue management** — in person *and* by email.
- Access outside scheduled times is not guaranteed and must be formally approved.

5. Health, Wellbeing, and Safety

- Dancers should communicate any injuries, health concerns, or safety issues promptly to the Creative Director or designated staff member.
- All health and safety procedures of the rehearsal venue must be followed.

6. Confidentiality

- Any information shared during the project, including artistic content, scheduling, or internal company matters, must remain confidential unless authorised for release.

7. Representation of Eliot Smith Dance

- When working with ESD or representing the organisation externally, dancers should uphold the values, reputation, and professionalism of the company at all times.

By participating in ESD projects, freelance dancers acknowledge and agree to adhere to this Code of Conduct.