

OPPA! Code of Behavior

OPPA! Holds the physical, mental, and emotional health of our students, staff, and community as a top most priority. In an effort to ensure OPPA! is a safe place for all, we have developed the following Code of Behavior as a guidepoint for students, parents/caregivers, and staff as the expectation of participation in our community. We do not tolerate any form of physical or verbal abuse, harassment, or vandalism. This includes treatment of other students, staff members and OPPA! facilities. Failure to uphold these standards will be addressed and evaluated by offense by OPPA! Staff, and in severe cases may lead to the removal from our classes.

This document is subject to change without warning.

Bullying

OPPA! Will not allow bullying of any kind.

Definition of a Bully:

Someone who *intentionally* causes physical or emotional harm to someone else as a way to gain power or influence. In person, by cell phone or online.

You may be acting as a bully if you:

- Make derogatory comments or call bad names to someone's face or behind their back, spread lies with gossip or rumors
- Make efforts to socially exclude or isolate someone
- Physically abuse someone by hitting, kicking, shoving, and spitting etc
- Take money or other belongings from someone
- Force or pressure someone to do something against their will or encourage them to do something inappropriate
- Brag about your abilities, talents and roles or criticize the talents and abilities of others

Behavior of this nature should immediately be reported to a trusted OPPA! Staff member, and if substantiated, prompt action will be taken.

Prevent Bullying by:

- Treating others with kindness
- Standing up for what's right, stop behavior when you see it
- Avoid gossiping about another student, even if you agree with what is being said
- Report behavior to an adult, so that we can handle the situation appropriately.
- If you hurt someone, apologize and make it right!

All of our staff members are here to support our students. We hope students feel empowered to come to us when they have a problem, instead of hiding it or gossiping about it with other students.

Non-discrimination/inclusion

OPPA! Does not discriminate on the basis of race, age, color, sex, national origin, physical or mental disability, or religion, and expects its students to treat everyone as equals. Discriminatory Harassment towards staff, volunteers, parents, and peers based on the above will not be tolerated. Harassment and intimidation include abusive, foul, or threatening language or behavior. Behavior of this nature should immediately be reported to a trusted OPPA! Staff member, and if substantiated, prompt action will be taken.

Respect

Respect for OPPA! As an organization, OPPA! Staff and class peers allow everyone to get the best out of their experience here at OPPA! Respect is shown in the following ways:

- Arriving on time for all classes and call times
- Respecting the property of OPPA! Including all equipment, classrooms, props, etc.
- Following pick up/drop off procedures as explained in the parent meeting
- Following the behavior policies stated above
- Listening to all OPPA! staff/teachers when they are instructing you, this means DO NOT talk when they are talking, there are a lot more students than teachers and if you are talking over them they cannot communicate clearly, and it is extremely disrespectful.
- Keep your hands to yourself unless instructed by a teacher in the form of blocking/choreography. Fighting, Slapping, shoving, other violent acts, or unwanted contact of any kind will be dealt with immediately and severely.
- Do not touch items that belong to others
- Keep Classrooms and all areas you are in nice and neat, clean up after yourself, and take care of this space.
- Do not talk about other students behind their backs
- Keep any romantic or personal relationships outside of the OPPA! Classroom. Class Time is for rehearsal.
- Do not look into dressing rooms or private areas where students are changing, or eavesdropping where their personal privacy could be at risk.

Discipline

Students who break any of the policies while present in class as stated in this document will be disciplined in the following steps. However, if a reported or witnessed action has put any other student or staff member in immediate danger or harm, some of these steps may be skipped in order to address the severity of the action.

1. Students will receive a verbal warning, and parent/guardian will be informed of students behavior in class
2. Student will meet with Education Director to go over behavior policies, and to inform parent/guardian of continued behavior

3. Student will be asked to sit out for the remainder of class and parent/ guardian will be informed of behavior, and may be asked to come in for a formal disciplinary meeting.
4. Children who continue to display inappropriate/disruptive behavior may be removed from class for the remainder of the semester.

Parent/Caregiver Involvement and Expectations

While parents/caregivers are not participating directly in class, parents/caregivers are a huge part of the education community here at OPPA! We expect parents/caregivers, as well as student's families to also observe and follow the behavior guidelines while their child is participating in our program. The Education Department encourages open communication between staff and parents should parents be made aware of any issues occurring in class. We appreciate your consideration in our efforts in building a stronger and safer community for our students.

