

# A·P·P·A·L·A·C·H·I·A·N

## *Ballet Company*

### 2023-2024 COMPANY RULES AND REGULATIONS

#### **GENERAL INFORMATION:**

1. Audition fee of \$20.00 is due at the time of the audition.
2. Acceptance into the company and the casting of the ballets are based on many factors, including dance talent and training, musicality, height, weight and acting ability.
3. Members of ABC are required to pay nominal Guild Dues in September, to participate in ABC fundraisers and to join Regional Dance America/Southeast as an affiliate member. More info at [regionaldanceamerica.org](http://regionaldanceamerica.org)
4. If invited to attend an RDA Festival, dancers will be required to pay additional fees and purchase attire. The fee to attend changes annually as determined by the RDA Board and ABC Board of Trust.
5. The Appalachian Ballet Company is a separate organization from Van Metre School of Dance and has the goals of attaining the highest standards possible for a regional ballet company. More info at [appalachianballet.org](http://appalachianballet.org)

#### **MEMBERSHIP**

1. All company members must be ten or older by December 31st (of the auditioning year). Age exceptions may be made for a ballet which requires a child for a specific role.
2. Company members are accepted into the company only after an audition by impartial dance experts from outside the community or by the Artistic Director and staff. Senior Company will participate in the fall performance. All Company members will participate in *The Nutcracker*. Company members chosen for the Spring performance will be determined annually based on the casting requirements for a particular ballet(s), not all Company members will be cast. Company members will be invited by the Artistic Director to participate in the Southeastern Regional Ballet

Association Festival based on their age and level of experience.

3. Company members and families who, in the Artistic Director's sole discretion, do not comply with company rules and regulations may be suspended and/or dismissed from the company and the school.

## **ARTISTIC DIRECTOR**

1. The Artistic Director makes all casting, choreography and costuming decisions. A qualified panel will assist the Artistic Director in making all casting decisions. All final decisions are made by the Artistic Director. Questioning the Artistic Director's decision is inappropriate and grounds for probation and/or dismissal from the company and school.

2. The Artistic Director may require a performing member to re-audition at any time it is deemed necessary.

## **RESPONSIBILITIES OF PERFORMING MEMBERS**

1. Company members must agree to take at least two (2) ballet classes a week at the official school of the Appalachian Ballet Company (Van Metre School of Dance) OR a reputable dance school approved by the Artistic Director. Company members must attend all company rehearsals, which shall be free of any fee. Senior company members are strongly encouraged to take modern to be eligible for more contemporary choreographic works.

2. Company members may not perform with any other group unless permission is given by the Artistic Director. The exceptions are performances involving the individual studio of the dancer, but conflicting dates must be given to the Artistic Director prior to ABC casting being posted.

3. Company members must be on time for all rehearsals and performances as scheduled by the Artistic Director, unless previously excused. Any unexcused absences may result in dismissal from the company. Special consideration will be given to important personal, religious, or school events, providing notice is given at least one week in advance of such event. Illness or a death in the family are considered a permissible absence.

4. Company members are responsible for informing themselves of the time and place of classes, rehearsals, and performances. **Company members and their families must accept the roles assigned to them since they are assigned with consideration for their level of development, their specific capabilities and the requirements of the overall production.** Questioning the decisions of the Artistic Director and ABC Faculty is inappropriate and could result in probation or dismissal.

5. Company members must be neatly groomed, follow rules of makeup and hair styling for performances and keep to the weight set for each individual by the Artistic Director.

6. Should a Company member find it necessary to withdraw from the company or miss a performance, he/she must immediately advise the Artistic Director. The Artistic Director may ask the company member to teach his/her roles to an appointed understudy and to leave comprehensive notes for roles in which he/she has been cast.

7. No unauthorized rehearsal shall take place in any Company studio facility without at least the specific permission of the Artistic Director.

#### PROBATION:

A company member can be placed on probation ( length of probation period will be determined by the AD) by the Artistic Director at any time for the following reasons:

- A. Unnecessary absences
- B. Poor professional attitude
- C. Insubordination
- D. Absence from company classes and rehearsals
- E. Unhealthy weight gain OR weight loss
- F. Bullying or unkind behavior to company members

#### DISMISSAL:

A company member may be dismissed from the Company at any time for the following reasons:

- A. Poor professional attitude
- B. Insubordination
- C. A month of continuous probation
- D. Use of illegal substances
- E. Failure of the company member or his or her family to comply with Company Rules & Regulations

## **FINANCES**

1. All expenses of costumes and accessories will be the property of the company. Regular shoes and tights will be furnished by the company member for both rehearsal and performances. If the company furnishes any shoes, tights or leotard for a specific role, these shoes, tights, and/or leotard will remain the property of the company.
2. Dues will be assessed through the Ballet Company Guild for dry cleaning, dvd's and other essentials. The dues amount is determined each year and will be presented at the first company parent guild meeting. ABC members are required to participate in fundraising activities.
3. No costumes or accessories shall be loaned to any company member except for an authorized appearance under the name of the company.
4. The Appalachian Ballet Company is a 501 (c)(3) nonprofit corporation which depends on fundraising activities, individual donations and corporate sponsorships.

## **COMPANY CONTRACTS AND LEGAL PAPERS**

1. If the dancer is under eighteen (18) years of age, a parent or guardian is required to sign the company contract and/or any legal papers. These are signed with full understanding of the obligations and personal sacrifice necessary for the development of the company member and company.
2. The Appalachian Ballet Company shall have the right to use the name, photograph, videotape or other likeness of the company member and to exhibit the same through any medium whatsoever during the term of the agreement or at any time in the future for advertising, promotional, or commercial purposes. All such reproductions shall be the exclusive property of The Appalachian Ballet Company.
3. As additional consideration for the student's instruction, the undersigned hereby releases The Appalachian Ballet Company from liability for any injuries to the person or property of the student or any family member or guest which may occur while participating in the activities of The Appalachian Ballet Company. The undersigned agrees to indemnify and hold harmless The Appalachian Ballet Company in the event any claims are asserted against The Appalachian Ballet Company arising from the company member's participation in any event,

performance or activity of The Appalachian Ballet Company.

## **NONDISCRIMINATION POLICY**

Appalachian Ballet Company does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

Appalachian Ballet Company is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

Revised for 2023-2024 Season