

PARKLAND UKRAINIAN DANCERS SOCIETY

Conduct, Safety & Legal Policies

2026-2027 Dance Season

This document outlines conduct expectations, safety and behavior requirements, a general release of liability, medical authorization, and policies on discrimination, harassment, and bullying for Parkland Ukrainian Dancers Society (PUDS) dancers, families, volunteers, instructors, and members.

Applies to

All PUDS members, dancers, volunteers, families, instructors, Executive members, and guests participating in PUDS activities.

Important note

Concerns related to safety, conduct, harassment, discrimination, or bullying should be reported to the PUDS Executive.

1. Code of Conduct

By registering with Parkland Ukrainian Dancers Society (PUDS), I agree to follow this Code of Conduct during all practices, workshops, performances, festivals, events, travel, and activities associated with PUDS.

PUDS is committed to providing a safe, respectful, inclusive, and positive environment for all members, volunteers, instructors, families, and guests.

Expectations

All members, dancers, volunteers, and families will:

- Treat others with respect, courtesy, and kindness.

Parkland Ukrainian Dancers Society

- Follow the direction of instructors, chaperones, volunteers, and Executive members.
- Respect personal boundaries and maintain appropriate behavior at all times.
- Arrive prepared and on time for practices, performances, festivals, and events.
- Help create a safe, positive environment free from bullying, harassment, discrimination, and disruptive behavior.
- Refrain from the use of illegal drugs, cannabis, or alcohol at any PUDS practice, performance, festival, or event unless specifically authorized by PUDS.
- Follow all safety rules and use equipment only as directed by instructors.

Reporting Concerns

Any concerns regarding safety, conduct, harassment, discrimination, or inappropriate behavior should be reported to the PUDS Executive. All concerns will be taken seriously and addressed as confidentially as possible.

Consequences

Failure to follow this Code of Conduct may result in disciplinary action, including:

- Verbal or written warning
- Removal from a practice, event, performance, or festival
- Suspension from PUDS activities
- Removal from PUDS without refund

All disciplinary decisions will be made by the PUDS Executive and/or the instructors, depending on the circumstances.

2. General Release of Liability

By participating in activities organized, hosted, or sponsored by Parkland Ukrainian Dancers Society (PUDS), I acknowledge and agree to the following:

Assumption of Risk

I understand that participation in dance classes, practices, performances, festivals, workshops, travel, and related activities involves inherent risks, including the risk of personal injury. I voluntarily accept and assume all risks associated with participation.

Release of Liability

I release and hold harmless PUDS, its Executive, instructors, volunteers, members, and facility owners from any claims, demands, damages, losses, or liability arising from participation in PUDS activities, except where prohibited by law.

Medical Authorization

I confirm that I, or my child, am physically able to participate in PUDS activities. In the event of an injury or medical emergency, I authorize PUDS representatives to obtain emergency medical treatment as deemed necessary. I understand that I am responsible for any costs associated with such treatment.

Personal Property

I understand that PUDS is not responsible for the loss, theft, or damage of personal belongings brought to practices, performances, festivals, events, or other PUDS activities.

Agreement

I have read and understand this Release of Liability and agree that it is binding on myself, my child(ren), and our heirs, executors, administrators, and legal representatives.

3. Discrimination, Harassment and Bullying Policy

Purpose

Parkland Ukrainian Dancers Society (PUDS) is committed to providing a safe, respectful, inclusive, and welcoming environment for all dancers, instructors, volunteers, Executive members, families, and guests. Discrimination, harassment, sexual harassment, bullying, intimidation, and retaliation will not be tolerated.

Scope

This policy applies to all PUDS activities, including:

- Practices and rehearsals
- Workshops and classes
- Performances and festivals
- Meetings and club events
- Travel associated with PUDS activities
- Electronic communications, social media, and messaging related to PUDS

Prohibited Conduct

PUDS prohibits conduct that:

- Discriminates against an individual based on a protected ground under the Alberta Human Rights Act.
- Harasses, bullies, intimidates, humiliates, or threatens another person.
- Includes unwanted comments, gestures, messages, physical contact, or behavior that creates an unsafe, hostile, or uncomfortable environment.
- Retaliates against any individual for reporting a concern or participating in an investigation.

Reporting Concerns

Any member, dancer, parent, volunteer, instructor, or Executive member who experiences or witnesses discrimination, harassment, or bullying should report the concern to the President and Vice President, or another Executive member if appropriate.

Reports will be treated as confidentially as possible and reviewed promptly and fairly.

Investigation Process

The Executive will review all complaints and may gather information from those involved and any witnesses. The Executive may attempt informal resolution when appropriate or proceed directly to a formal investigation.

All parties will have an opportunity to provide information before a decision is made.

Corrective and Disciplinary Action

Where a complaint is substantiated, PUDS may take corrective action, including:

- Verbal or written warning
- Removal from an activity, event, performance, or festival
- Restricted participation in PUDS activities
- Suspension from PUDS
- Expulsion from PUDS

The disciplinary action taken will depend on the nature and severity of the conduct.

No Retaliation

Retaliation against anyone who makes a complaint in good faith or participates in an investigation is strictly prohibited and may result in disciplinary action.

Policy Review

This policy will be reviewed periodically by the PUDS Executive and updated as required.