



# Carolina Academy of Performing Arts

## Harassment Prevention and Code of Conduct Agreement

*For Students and Parents/Guardians*

CAPA is committed to maintaining a safe, inclusive, and respectful environment for all students, staff, and volunteers. Discrimination or harassment of any kind will not be tolerated.

CAPA does not discriminate based on race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, height, weight, physical or mental ability, pregnancy, or marital and family status.

All participants are expected to demonstrate professionalism, respect, and appropriate behavior both in person and through all forms of communication, including email, text, and social media.

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### Prohibited Behaviors Include (but are not limited to):

- Discussing or commenting on another person's protected status (such as age, gender, sexual orientation, race, ethnicity, religion, national origin, etc.).
- Discussing private or personal matters, including sexual history.
- **Taking or sharing photos, videos, or audio recordings of any student, volunteer, or staff member without their express permission. This includes posting to social media or group chats.**
- Using harsh, profane, or sexually suggestive language.
- Making inappropriate jokes or comments.
- Unwelcome physical familiarity or excessive public displays of affection (PDA).
- Asking intrusive questions about someone's personal life.
- Dressing immodestly—modest, appropriate attire is expected at all times.
- Gossiping, slandering, or speaking negatively about others at rehearsals or in private group messages.

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### CAPA Expectations:

- Participants must act with kindness, professionalism, and respect at all times.
- These guidelines apply during classes, rehearsals, performances, and online interactions.
- **Violation of this Code of Conduct may result in dismissal from the program without refund.**