

## **Chicago Center for Dynamic Circus (CCDC) Code of Conduct for Coaching**

### **Expectations**

Everyone working at CCDC is expected to conduct themselves as follows:

- Observe high standards of ethical conduct, including honesty, fairness and a commitment to inclusiveness following the CCDC Harassment & Discrimination Policy.
- Devote their full attention to every student to provide training where each student feels valued and respected.
- Comply with applicable government laws and regulations.
- Meet all standards for performance, attendance, safety and personal conduct.
- Adhere to generally accepted standards of good conduct.

### **Examples of Unacceptable Conduct**

- Any form of harassment, retaliation, or intimidation
- Sexually explicit conduct of any kind
- Any kind of disrespectful actions or words based on a person's race, color, age, religion, sex, sexual orientation, gender identity, gender expression, pregnancy, national origin, ancestry, citizenship status, disability, veteran status, marital status, genetic information, or any other characteristic protected by law
- Directly or indirectly requesting any kind of sexually related benefit in exchange for a benefit of any kind
- Acts of violence, including assault, threats, and stalking or any other disruptive activity
- Conduct tending to bring disrepute to CCDC or its students including any social media posts or other communications that violate individual rights or can be considered bullying or shaming
- Photographing, recording or videoing anyone without their expressed permission
- Violation of any safety protocol including posted gym rules
- Illegal and/or unauthorized possession, distribution, sale, transfer, or use of alcohol or controlled substances, look-alike drugs, drug paraphernalia, and/or being under the influence of intoxicants or unprescribed drugs in CCDC at any time
- Smoking of any kind is prohibited at CCDC
- Negligence or improper conduct leading to damage of property or injury to any person
- Possession of any illegal, prohibited, or unauthorized weapons or materials, such as explosives or firearms at CCDC
- Unethical actions