



# ScotDance Canada

## ScotDance Canada - Code of Ethics for Dancers

### Purpose:

A Code of Ethics for Dancers promotes high ethical behaviour and provides dancers with a frame of reference for judgement in complex situations.

When a Highland dancer acts in an unethical manner it reflects not only on the individual but also on the organization(s) with which the dancer is registered. In order to ensure the integrity of Highland Dancing in Canada and around the world, dancers registered with ScotDance Canada must conduct themselves in an ethical and respectful manner. Misconduct will only create a sense of ill-will within the organization, the community as a whole and within dance schools. In time, this “ill-will” will hurt our national dance community.

### Key Elements of Ethical Conduct

- Read the Code of Ethics and question any item you do not understand. Encourage those in your support network to do the same. The actions of your support network will reflect either positively or negatively on you.
- Support the other competitors and promote the concept of everyone doing their best. Competition is all about achieving a personal best performance.
- Always promote a positive attitude.
- Demonstrate respect at all time towards those involved in Highland Dancing
- Remember, in competition only one person can win but everyone can be a successful dancer. Concentrate on your goals and respect the goals and pursuance of those goals by your peers.
- Listen to your professional member with respect.
- Do not argue or complain about the decisions made by those in authority. They see a bigger picture than you do. Remember you are a part of the competition, not the competition.
- Take personal responsibility for the outcome of a competition. Analyze the situation and make changes accordingly. Don't blame others.
- Never discuss your disappointments and displeasure in open forums for everyone to hear. This includes and is not restricted to on-line chat-rooms and web sites.
- Never direct or employ abusive, offensive or demeaning tactics with those involved in Highland dancing
- Never jeopardize the privacy of your fellow competitors.
- Never impede the preparation for competition by your fellow competitors
- Always act in fairness and integrity in your pursuit of excellence.

# **ScotDance Canada - Code of Ethics for the Dancer's Support Network**

## **Purpose:**

A Code of Ethics for the Dancer's Support Network promotes high ethical behaviour and provides those involved with a frame of reference for judgement in complex situations.

Due to the age of the dancers who are registered with ScotDance Canada, the dancer's support network is an integral member of the team. When a member of this network acts in an unethical manner it reflects not only on the individual but also on the dancer, her professional member and ScotDance Canada. In order to ensure the integrity of Highland Dancing in Canada and around the world, dancers registered with ScotDance Canada and their support network must conduct themselves in an ethical and respectful manner. Misconduct will only create a sense of ill-will within the organization, the community as a whole and within dance schools. In time, this "ill-will" will hurt our national dance community. Even though you are not a member of ScotDance Canada, your conduct reflects back on this organization and as such you are required to conduct yourself in an ethical manner.

## **Key Elements of Ethical Conduct:**

- Read and discuss the code of ethics with your dancer
- You are your child's role model. Be a positive one. Ethical sportsman-like behaviour starts with you. Set a high standard of sportsmanship.
- Don't discuss your issues with the professionals in front of your dancers or other competitors. Ask for an appointment to discuss your concerns in private. There is a proper time and place for these discussions. A public forum where others can over-hear is not one of them. This includes public forums such as web sites and on-line chat rooms.
- Support the decisions of the professionals, which include teachers and judges, as well as the organizers of the event. Show due respect at all times. Do not question their competency in public forums.
- Let the professionals do their job. Respect that they know more than you. The dancer, professional and parent are all members of the same team. Do not undermine one of the team.
- Show proper decorum at all dancing events regardless of the outcome of the event. Be gracious and accept that some opinions may differ from yours.
- Show respect for all competitors. SDC will not tolerate intimidation tactics aimed at either the competitors or their support network.
- Accept the decisions of the judges. Always remember that they are the professional and have been trained to judge. Their opinion is correct.
- Many children participate and develop valuable life skills from Highland dancing. Understand that very few children have the potential and the motivation to develop their talent into an ability to be a champion. Encourage your dancer to develop their talent remembering all the while that they might not have the potential to reach your goals. Be realistic and listen to the professional.

# **ScotDance Canada - Code of Professional Conduct**

## **Purpose:**

A Code of Professional Conduct promotes high ethical and professional behaviour and provides members with a frame of reference for judgement in complex situations.

When an individual acts in an unprofessional manner it reflects not only on the individual but also on the organization(s) to which the individual is a member. In order to ensure the integrity of Highland Dancing in Canada and around the world, each member of ScotDance Canada must conduct themselves in a professional manner. Professional misconduct will only create a sense of mistrust within the organization, the community as a whole and within dance schools. In time, this “mistrust” will hurt our profession.

**A Professional** is a distinguished individual who by means of specialized training has acquired a body of knowledge fundamental to the occupation.

**Professionalism** involves conducting oneself in a manner that reflects honesty, integrity and dignity of character and spirit. Professionalism respects the rights, interests, and welfare of those affected by a decision.

**Professional Misconduct** occurs when members engage in conduct involving dishonesty, fraud, deceit, or misrepresentation or commit any act that reflects adversely on their honesty, trustworthiness or professional competence.

## **Key Elements of Professional Conduct**

Professionals should:

- Conduct oneself with integrity and dignity and act ethically in all dealings
- Perform all dancing activities, and encourage others to do similarly, in a professional and ethical manner that reflects credit on oneself and the profession.
- Act with competence and strive to maintain and improve competence in oneself and others<sup>i</sup>
- Not solicit other teachers' students.
- Consult the other teacher when students have moved schools.
- Respect the competence of other Professionals and not engage in public criticism
- Seek to engage other qualified experts and professionals as necessary (e.g., medical care)
- Recognize and respect the authority of officials and treat them with courtesy

i ) Association of Investment Management and Research, “Good Ethics: The Essential Element of a Firm’s Success”, page 1, 1994

## **ScotDance Canada's Disciplinary Policy**

Failure to comply with the Code of Ethics can result in disciplinary action. Such action may result in the member or participant losing the privileges that come from membership in ScotDance Canada, including the opportunity to participate in ScotDance Canada activities.

Should an infraction occur, ScotDance Canada will require the complaint in writing. All supporting documentation should accompany the complaint including your name, address, telephone number and email address. ScotDance Canada will not act on anonymous complaints. Your privacy will be our utmost concern. Complaints should be submitted to the secretary or president of ScotDance Canada through our website [www.scotdancecanada.ca](http://www.scotdancecanada.ca) or by mail:

ScotDance Canada  
50 Eglinton Avenue West #1009  
Mississauga ON L5R 3P5

All dancers, professionals and support networks, participating in a ScotDance Canada event must abide by The ScotDance Canada Code of Ethics. Worldwide registration allows for reciprocity of the registration cards. Guests at SDC events must still behave as per our Code of Ethics. Failure to do so could result in the dancer losing the privilege of participating in SDC events.

Any abusive action, defamation of character, or other demeaning behaviours directed towards a member of ScotDance Canada could also result in withdrawal of the privilege to participate in SDC events.

## Process

1. Complaints received will be initially reviewed by the Office Bearers for resolution.
2. Correspondence will be sent to the “complainant” indicating that SDC has reviewed the complaint and the steps that will follow or that the file is being closed.
3. If the file is not to be closed, correspondence/communication will be made with the other party who will be given the opportunity to explain and/or defend his/her action or position.
4. Having reviewed all the facts, the Office Bearers will make a decision on how to proceed.
5. If considering withdrawal of the privilege of membership, participation, and/or affiliation, the SDC Executive Committee will be consulted.
6. The range of sanctions against violators of the Code of Conduct includes, but is not limited to: revocation of membership, barring attendance and/or participation at SDC sanctioned events, revocation of status of registered competition organizer.
7. A registered letter will be sent if either membership, the privilege of participating, or affiliation with SDC are to be revoked.
8. An appeal of a disciplinary decision may be submitted in writing to the Office Bearers of SDC. This must be received within 30 days of the communication advising any party regarding the outcome of a complaint.
9. Appeals must be submitted to the President or Secretary of ScotDance Canada through the web site at [www.scotdancecanada.ca](http://www.scotdancecanada.ca) or by mail:

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10. Upon receipt of a notice of appeal of a disciplinary decision the SDC Executive Committee will appoint three (3) Independent Members to hear the appeal and they will decide whether or not to uphold or overturn the previous decision of the Executive Committee. No further appeals will be permitted following the decision by the panel of Independent Members.
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