

Appendix A: Code of Conduct:

1. Students, parents and/ or guardians of the Adam Pappas Studio are at all times expected to conduct themselves in a civil and respectful manner both in and out of the studio, including all studio activities. This includes:
 - Maintaining calm and respectful communications with Adam Pappas and within the studio.
 - Adhering to and respecting studio policies.
 - Considering the effects of one's actions on other members of the studio as well as on the teachers themselves. At Adam Pappas Studio you are part of an education community which includes responsibilities to all participants.
 - Attending studio activities and being an active and positive role model and influence to your child as well to other participants in the studio and also at studio events.

2. Behaviour that will not be tolerated in the studio, or at studio events, include the following:
 - Hostile, abusive or threatening behaviour of any kind. This includes, but is not limited to:
 - Verbal and physical abuse, sexual harassment, and toxic or abusive communications in any format.
 - Threats of any kind including threats of a psychological or physical nature, legal threats including those made against the studio, teacher or the policies and procedures of studio;
 - Any form of coercion or intimidation.
 - Any action that directly or indirectly and negatively affects the other participants in the studio or the teacher, including:
 - Ignoring studio policies and procedures or any attempt to circumvent them.
 - Deliberately breaking studio policies, procedures and contracts.
 - Any action that causes damage to the studio's reputation and/or which causes financial losses to the studio.

3. The Adam Pappas Studio is designed to be a safe space for all participants. All participants, regardless of cultural identity, gender, sexual orientation, religious or political affiliation, are welcome to study at the studio, space permitting. If you have any issues that you want to discuss with your teacher for any reason or if you are having difficulties that affect your participation in the studio, then please do discuss them with Adam Pappas.