Shared Values & Community Agreements

**SHARED VALUES**

- COMMUNICATION - Engaging in clear and healthy communication that features self-awareness and compassion
- COMMUNITY - Building community by fostering environments that cultivate reciprocal respect, equity, inclusion, and collaboration
- DIVERSITY - Honoring diverse identities, perspectives, viewpoints, and aesthetics in all our practices
- INTEGRITY - Exhibiting integrity in our practices and in how we engage with one another, including taking responsibility and being accountable for our actions
- RESEARCH - Creating knowledge through innovative and meaningful creative, scholarly, and community-engaged research in dance and the arts
- TEACHING/EDUCATION - Learning and education as transformative experiences

**COMMUNITY AGREEMENTS & EXPECTATIONS**

The study and creation of dance requires environments that support and encourage creative risk-taking and an extraordinary level of collaborative effort. Successful collaboration and creative risk-taking require a trust and a sense of physical, psychological, and emotional safety. Such trust can only develop when all members of a community understand and observe the professional and ethical conduct to which academic and professional dance institutions aspire. Accordingly, all School of Dance community members - student, staff, and faculty - are expected to uphold the following professional behaviors.

We acknowledge that our students, staff, and faculty are members of both the School of Dance community and of the larger University of Utah community. As such, all are also expected to adhere to University policies.

- Students who wish to know more about their rights and responsibilities under University policy, may review [Policy 6-400: Code of Student Rights and Responsibilities](#) (“Student Code”).
- Staff who wish to know more about their rights and responsibilities under University policy, may review [Policy 5-205: Code of Conduct for Staff](#).
- Faculty who wish to know more about their rights and responsibilities under University policy, may review [Policy 6-315: Code of Faculty Rights and Responsibilities](#).

University policy and procedure supersedes department policy and procedure. Any claim of discrimination based on a protected class must first be addressed by the [Office of Equal Opportunity and Affirmative Action](#) before the department can act.

For students, serious violations or persistent minor violations of School of Dance or University rules, policies, or regulations may result in an official warning, probation, or dismissal from the program and potentially from the University in accordance with the University’s [Student Code](#) and official School of Dance Probation & Dismissal Policy (available on SOD website). For staff and faculty, serious violations or persistent minor violations will be dealt with in accordance with University policy.

*This policy was approved by the School of Dance faculty and staff on December 7, 2022.*
All School of Dance community member are expected to:

1) **Demonstrate respect for others**
   
   School of Dance community members will-
   
   a. uphold classroom and rehearsal atmospheres that are conducive to collaborative learning and creativity
   b. demonstrate sensitivity, responsiveness, and respect to diverse identities, perspectives, viewpoints, and aesthetics
   c. interact with all community members in a considerate and cooperative manner (Note that cooperation is not the same as obedience. Rather, cooperation means mutual engagement in the pursuit of a common goal, which requires consent.)
   d. strive to foster a culture of reciprocal respect in classroom and production settings
   e. demonstrate the ability to communicate in a clear and forthright manner with peers, faculty, and staff (see communication guidelines below)
   f. attempt to resolve interpersonal conflicts in a manner that respects the integrity of every person involved, employing School of Dance and University processes and resources for voicing concerns and resolving conflict
   g. avoid gossip, flaming, trolling, or other backchannels to police behavior or enforce behavioral norms
   h. respect all safety protocols established by faculty, staff, and production professionals
   i. treat the audience and other community members with respect and dignity

2) **Uphold academic Integrity**
   
   School of Dance community members will-
   
   a. uphold integrity in all academic and creative activities (This includes seeking permission to perform or record existing material from copyright holders, seeking permission from fellow performers, classmates, instructors, and/or choreographers before recording work, and giving credit where it is due, including but not limited to costuming, choreography, photography, lighting design, etc.)
   b. adhere to generally accepted standards of academic honesty, including but not limited to refraining from cheating, plagiarizing, research misconduct, misrepresenting one’s work, and/or inappropriately collaborating

3) **Take ownership for personal growth and development**
   
   School of Dance community members will-
   
   a. demonstrate self-awareness of our current performance and engagement, integrate constructive feedback, and pursue opportunities for growth
   b. take ownership of our own learning experiences
   c. strive to balance obligations to others with obligations to self and personal well-being as well as develop an understanding of when it is necessary to ask for help in academics or other obligations

4) **Demonstrate reliability**
   
   School of Dance community members will-
   
   a. respond in a timely manner (typical expectation is 48 hours) to email and messages
   b. fulfill our responsibilities and obligations as learners and colleagues while maintaining effective time management, including being on time to classes, rehearsals, and meetings

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c. refrain from behavior that endangers self or others in the classroom or production setting

d. refrain from using alcohol or drugs in any way that could interfere with their classroom or production responsibilities

COMMUNICATION
Clear and healthy communication is an essential element of successful communities. In all communities, conflict and disagreements are inevitable and a healthy part of human engagement. In this vein, all School of Dance community members are expected to:

- strive for self-awareness (understand our individual positionalities and biases; recognize that we are each only one voice among many in our larger community)
- extend grace, compassion, and generosity toward fellow community members (give others the benefit of the doubt; understand that we are all learning and growing)
- educate themselves regarding diversity, equity, and inclusion efforts (how we honor the range of diverse perspectives present in our community)
- follow the communication guidance below

Guidance for Communication

- When sharing:
  - Use “I” language rather than speak for someone else
  - Refrain from generalizing groups of people
  - Refrain from speaking for someone else (allow them, and encourage them when appropriate, to speak for themselves)
  - Avoid speaking about others when they are not present, if possible
  - Pose questions when you don’t understand
  - Own the impact of your words and actions
  - Create space for feedback

- When listening:
  - Listen to hear and understand rather than to respond
  - Avoid judgement or defensiveness
  - Attempt to momentarily suspend your own perspective and agenda
  - Allow space for a range of perspectives that may differ from your own
  - Respect communication styles that may differ from your own
  - Be curious and inquisitive
  - Pay attention to explicit and non-verbal communication
  - Check your immediate response (are you reacting, or have you taken time to process?)
  - Respect silence

- When responding:
  - Pause
  - Reflect a summary of what you heard
  - Pose questions for clarity when you don’t understand or may have misunderstood
  - Respond, rather than react
  - When discussing potential blind spots, do so with compassion and respect

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REPORTING CONCERNS & RESOLVING CONFLICT
If you have an experience within the School that does not reflect our values and community agreements, or if you have a conflict with another member of the School, or would like help understanding a challenging situation in the School, please let us know.

In most cases, a concern or conflict should be addressed at its source. Resolution will involve collaboration and conversation amongst all relevant parties. (See Guidance for Communication above.) Gossip or discussions with groups not involved in the conflict are often by nature incomplete and unproductive with regard to producing mutual learning and change.

- Students may voice concerns via:
  - Student Feedback Form
  - SAC representatives
  - Faculty leaders (Director of Graduate Studies, Director of Undergraduate Studies, Program Heads, etc.)
  - Director of the School
- Faculty members may voice concerns to
  - Director of the School
  - CFA Associate Dean for Faculty & Academic Affairs
  - Office for Faculty
- Staff members may voice concerns to
  - Director of the School
  - CFA Associate Dean for Finance & Operations
  - Human Resources

In some cases, University employees are required to report information to the Office of Equal Opportunity, Affirmative Action, and Title IX (OEO) (e.g., sexual assault). Even if a University employee must report the information you share to the OEO, your communication with them will remain private and you will be allowed to choose whether to take further action. For example, if you report a case of sexual harassment to a faculty member, the faculty member is required to report that information to the OEO. A staff member from OEO will contact you to offer support and the opportunity to file an official complaint. The choice to file such a complaint is yours. To learn more about the OEO, discrimination, and sexual misconduct, watch this short video.

File an Official Report
Click here for detailed information on how to make an official report directly to the University regarding sexual assault, physical violence, a bias incident, property crime or theft, concerning behavior, discrimination, violations of the student code of conduct, academic misconduct, or environmental health and safety concerns.

Mental Health Services
The University Counseling Center offers free counseling services to students. Visit their website for detailed information on the various resources available and how to make an appointment: https://counselingcenter.utah.edu/

If you or someone else you know are in immediate danger, please call 911.

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