



Expectations of Professional Staff

(updated January 24, 2023)

At Dance Jam Productions, we pride ourselves on running events with the highest possible level of integrity and professionalism. It is important to us that our judges are expert and unbiased, and that our teachers understand that modeling behavior can be as important as teaching content. In your role as our professional staff, we entrust you not only with judging contests fairly and teaching great workshops, but also with engaging with other event participants in a way that reflects well on the credibility of your station with us and your own personal and professional integrity.

With these objectives in mind, we ask that you:

... Give contestants your full, unimpaired attention during contests.

- **Refrain from talking** to other judges, or conversing with competitors, during a contest that you are judging. Consultations with the chief judge are an exception.
- **Keep your phone off**, and off the floor, when you are judging.
- **Judge sober.** Consuming alcohol prior to or during judging assignments, publicly or to the point that your judgement is in any way impaired in the opinion of the Chief Judge, is not allowed, and may be basis for immediate dismissal from a judging panel.

... Respect the work of our contest staff and your fellow professionals.

- **Dress professionally** for all judging assignments, i.e no jeans, t-shirts, or similarly casual dress.
- Help us stay **on time** by checking in with the chief judge **15 minutes** before each of your assigned judging sessions, and being prompt for workshops.
- **Speak respectfully** of your fellow staff at all times.
- **Do not discuss placements** until after those scores are posted.

... Understand that you carry serious responsibility in your professional role.

- **Personal relationships** with contestants, good or bad, may influence your judging or create the appearance of conflict. It is your responsibility to **inform the chief judge** of any close personal relationships you have with any contestants so we may recuse you from that panel.
- Your position on our staff gives you **influence** over others and increases your level of personal responsibility:
 - a. Using your role as judge **to coerce or exert undue influence** on contestants, whether stated or implied, to take private lessons or coaching, or engage in sexual contact, is not ethical.
 - b. Because of your position of authority, the burden to obtain **freely given consent** is greater for you, and perhaps harder to ascertain.
- You have a unique ability as admired professional staff to publicly model **respectful behavior both on and off the competition floor**. Please read and understand our **Code of Conduct** and be prepared to support our community in working together to create a safe, respectful environment for attendees, staff, and audiences alike.

Since these responsibilities are fundamental to fulfilling your role as professional staff at this event, failing to meet any of these expectations may be considered grounds for dismissal by the chief Judge or Event Director.

We expect that you will carry out these responsibilities with grace and integrity. Concerns about attendees or other staff members may be discussed in confidence with either event director or the chief judge at any time. Questions about your role, or about these guidelines, are always welcome.

Thank you for being part of our team.

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