

Circus Arts Institute

Student/Trainee/Instructor Code of Conduct



- Definitions (At the time of writing [Dec. 2020/updated Dec. 2022]):
 - "CAI" refers to Circus Arts Institute, LLC.
 - "The owner" refers to Carrie Heller.
 - "Trainers" refers to anyone currently a trainer with CAI.
 - "New Trainer" refers to anyone currently training to be a trainer with CAI.
 - "Student/Trainee" refers to anyone registered for a CAI training.
- Universal Rules:
 - CAI is a safe space. All members of our community deserve to be treated by others with respect while at any CAI training/event.
 - Everyone is respected regardless of race, gender, age, sexual orientation, religion, physical abilities, disabilities, or body type.
 - CAI is a body positive community. Our goal is to make our training offerings accessible to everyone.
 - Violation of the rules above by any member of our community is taken very seriously and may result in disciplinary action including, but not limited to, expulsion at the owner's discretion.
 - Occurrences that take place outside of a CAI facility or event are generally outside of our purview. However, we do reserve the right to ban and expel anyone from the CAI facility and/or training based on credible reports of threatening, violent or criminal behavior, even if that behavior occurred outside of CAI. Such reports will be handled solely by the owner, in confidence, on a case-by-case basis.
- Students/Trainees:
 - You're here to learn. We are a non-competitive community. Don't compare anyone's abilities or journey as an aerialist to your own. Support your peers in their journey, regardless of how it compares to your own.
 - Work on the skill being taught, using the apparatus being taught, and nothing else.
 - Students/trainees must be completely sober at all times while attending a CAI training. Any indication otherwise is grounds for expulsion from CAI.
 - For aerial trainings:
 - Students/trainees must remove ALL jewelry. This includes, but is not limited to, rings, necklaces, earrings, watches, toe rings, piercings, and surface piercings. Reasonable exceptions may be made for VERY small piercings that pose absolutely no threat of getting caught. This decision is made purely at the student's/trainee's own risk.
 - If a piece of jewelry or piercing truly *cannot* be removed, it must be covered with an adhesive bandage, or covered with tight clothing that remains in place throughout the class. This solution should only be considered as a last resort, as it does still present a risk of injury. This decision is made purely at the student's/trainee's own risk.

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- Universal rules of safety when training aerial arts:
 - NEVER train alone. There *must*, at all times, be someone present who can help you if you get hurt.
 - NEVER rig alone or train on an unsafe rigging. Safe aerial rigging must be installed by a professional aerial rigger, and typically requires the approval of a structural engineer.
 - NEVER rig from trees without a qualified and trained arborist. This is extremely dangerous, and a lot of people get hurt this way. It's impossible for the average person to know whether a tree is healthy, and the forces we create when we rig to a tree are easy to underestimate.
 - CAI encourages all students/trainees to learn as much as you can from qualified instructors and only move towards creating your own training/skills once you are at an advanced level and have a deep understanding of the theory of your chosen apparatus.
 - Teaching or performing aerial arts takes years of extensive and formal training from a reputable aerial studio. Teaching or performing prematurely before you've reached an adequate level of training and skill is extremely dangerous.
 - CAI reserves the right to deny access to its services to students and trainees who are found to be knowingly violating these basic safety principles, even if this is occurring outside of our facility.
- Interpersonal issues:
 - This section pertains to disagreements that are purely interpersonal in nature, and don't fall under any other violation of rules in this code of conduct.
 - It is understood that anywhere there is a community of people, such as at CAI, disagreements and interpersonal issues will occur. In some cases, the CAI owner may choose to take an active role in mediating such disagreements, while in other cases the owner may choose to stay hands-off.
- At CAI, we take the COVID-19 pandemic seriously. We follow the guidance of the CDC along with state and local government, to the maximum extent possible. Policies and procedures will change at CAI over time as the status of the pandemic changes. All COVID-related policies and procedures will be listed on our website. All such policies and procedures must be followed. Disagreeing with a COVID-related policy is not justification for disregarding it. Willful disregard of the current posted COVID policies will not be tolerated by any member of our community. We also will not tolerate mask-shaming, or the spread of misinformation about COVID-19.

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- In a CAI training, the owner and your trainer are ultimately in charge. Trainees are welcome and encouraged to discuss class structures and policies with the owner if any questions arise. More extensive, in-depth discussions of CAI training class structures and policies *must* take place privately outside of training time. It is also understood that it is not possible for Carrie to have an in-depth discussion on class policies or structures during any CAI training with other students present.
- Registration & Cancellation policies are detailed on our website at <https://www.circusartsinstitute.com/attpolicies.html>
- Medical information: We ask all students/trainees to share pertinent medical information with us including injuries/history of injuries/ previous breaks/tendon tears/plates/screws/etc. Sharing this and other medical information on your training registration form may be advisable and may help a student/trainee to navigate our online training courses. Any such information shared will be kept strictly confidential by Carrie and the CAI trainers.
- Disciplinary Actions
 - For minor infractions, a student/trainee may be suspended. Student/trainee will receive a verbal warning after the 1st and 2nd infraction. On the 3rd infraction the student/trainee may, at the owner's discretion, be suspended or expelled. Examples of minor infractions include, but are not limited to:
 - Attempting moves the trainer has explicitly told the student/trainee not to attempt.
 - Attempting to teach other students/trainees in the training.
 - Being mildly disrespectful to a trainer, the owner or fellow student.
 - Disrupting the experience of other students/trainees in the training.
 - Being a no show with no explanations offered for any portion of the training.
 - For serious infractions students/trainees will be expelled. Examples of serious infractions include, but are not limited to:
 - Making sexual comments, or otherwise sexually harassing other students, or CAI staff.
 - Making racist, homophobic, transphobic, or body-shaming comments.
 - Deliberately damaging CAI equipment.
 - Extremely angry outbursts and profanity.
 - Repeated disrespect of CAI trainers' or owners' authority during training.
 - Threat of violence.
 - Major violation of CAI policies.
 - Committing a crime.
 - Any violation of the above policies.

Grievance Policy: If you experience harassment or other violations of our code of conduct, please contact Carrie, in confidence, at 404-549-3000 or carrie@circusartsinstitute.com