



YOUTH SAFETY POLICY

CADETS ARTS & ENTERTAINMENT, INC.

Supervision

Any person who is responsible for the supervision, health, well-being, and safety of The Cadets participants must be at least 22 years of age. The Cadets defines "adult" as those persons 22 years of age or older.

Definitions

Off Season refers to the time when not at spring training or on tour. Generally the time from after finals/championships until move-in to spring training.

Season refers to the time at spring training and on tour. Generally May until finals/championships.

Spring Training refers to the time from the first day of spring training until the last day of spring training.

Tour refers to the time from the first day of tour or mini-tour to the last day of tour or mini-tour.

Camp refers to the designated training weekends from September to April.

Free Time refers to those specifically designated times or days on the formal schedule.

On Duty refers to those times when staff and volunteers are specifically assigned to be performing certain functions.

The Rule of Two

Everyone involved with The Cadets must adhere to the rule of two, or the buddy system, at all times when the Rule of Three is not in use, except as noted below. Buddies need to be from the same age range and gender as follows:

- Adults age 22 and over
- Participants age 18-21
- Participants age 17 and under Individuals should be alone in bathroom stalls and in their bed/sleeping bag.

The Rule of Three

No adult may be alone with a The Cadets participant or corps member at any time. At least two adults must always be present in a room or location with one of The Cadets participants OR one adult must always be present with at least two or more participants. Should a private conversation be needed or a situation need to be addressed privately, two adults need to be present, one of which may simply be an observer within view and earshot.

Room Assignments and Gym Configurations for Sleeping

When assigning roommates, such as in residence halls, or a hotel, roommates should always be of the same gender (unless they are a married couple) and age group as follows:

- Adults age 22 and over
- Participants age 18-21
- Participants age 17 and under

Participants may only share a room with another participant of the same age group and gender. Staff and volunteers may only share a room with another staff member of the same gender, with the exception of married couples.

As a rule, one person per bed or sleeping bag for sleeping, except in the case of married couples only. Each person must be assigned to their own bed. Double, triple, and quad room configurations with twin Page 2 of 4 beds are all permitted. Double, queen, and king beds are permitted, but only one person per bed may be assigned, with the exception of married couples. Roll-away cots are permitted.

In the case of using a school gym and sleeping bags for a sleeping area for drum corps, the gym must be divided into quadrants or areas as follows:

- Male corps members age 18-21
- Male corps members age 17 and under
- Female corps members age 18-21
- Female corps members age 17 and under

Staff members and volunteers must be separated into other areas for sleeping and be segregated as follows:

- Female Administrative and Instructional Staff
- Male Administrative and Instructional Staff
- Female Volunteers
- Male Volunteers
- Female Drivers
- Male Drivers
- Married Couples

Locker Rooms and Showers

Scheduled time in both male and female locker rooms and showers should be segregated according to age group as follows:

- Adults age 22 and over
- Corps members age 18-21
- Corps members age 17 and under

Cell phones and electronic devices are not permitted in locker rooms or showers.

Bus Protocols

When traveling by bus, seat assignments must be made such that minors under age 18 sit in the front of the bus with a seat partner that is also a minor of similar age, and those of legal age 18 and over sit behind them with a seat partner of a similar legal age.

The assigned bus captain shall be age 21 or older and must sit in the back of the bus and serve as a monitor in addition to the bus driver. The bus captain may be an assigned corps member or assigned adult chaperone. Both the bus driver and bus captain are responsible for working together to:

- Ensure that all people assigned to the bus are present before departure from any location
- Keep order and ensure responsible behavior on the bus in alignment with The Cadets Code of Conduct
- Ensure the bus interior is kept clean and neat and free of trash and any hazardous materials
- The bus driver shall maintain the first aid kit and fire extinguisher

Dress code

Formal dress codes, such as wearing uniforms or other performance attire, will be communicated by staff in advance of performances or shows.

Casual dress codes, such as for a public clinic, will be communicated by staff in advance of the event.

Corps members and staff must wear shirts and appropriate footwear for clinics, on school grounds, while eating, at truck stops, and other public places. Males may be given permission to go shirtless and females may be given permission to wear sports bras while practicing on the field at the discretion of staff and if permitted by the facility, but shirts must be worn to and from the field.

All corps members and staff must be dressed when exiting the locker rooms. Towels are not clothes.

For sleeping, modest pajamas or clothes suitable to be seen in public are expected to be worn. In unairconditioned locations, males may sleep without a shirt and females may sleep in an athletic top.

No Drugs

The use of drugs anywhere anytime is prohibited for the duration of your time with The Cadets, including the off season. This includes, but is not limited to, marijuana, cocaine and crack, amphetamines, tranquilizers, and barbiturates. Diet pills are not permitted during spring training and while on tour. Any prescription medication must be declared on your medical forms and must be kept in its original container.

Tobacco and Nicotine Products

The use of tobacco or nicotine products is prohibited for the duration of your time with The Cadets, including the off season for those under age 18. This includes, but is not limited to, cigarettes, cigars, pipes, e-cigarettes, vapes, juuls, nicotine patches, chewing tobacco, or similar products. For those age 18 and over, please note that smoking and vaping is not legal on college campuses and school grounds across the country. Therefore, smoking and the use of nicotine products may never take place on school ground, in and around the corps and its equipment, or while representing The Cadets. The Cadets actively discourages smoking and the use of all nicotine products.

Alcoholic Beverages

The use of alcohol anywhere anytime is prohibited for everyone under the age of 21 for the duration of your time with The Cadets including the off season in accordance with federal law.

Corps members, regardless of age, are not permitted to consume alcohol during camp weekends, during spring training, and on tour including any and all designated free time.

Adult staff and adult volunteers may be permitted to drink responsibly when off duty, at the discretion of the corps director.

Absolutely no alcohol is permitted on any university or school campuses, or busses or vehicles at any time for any reason by anybody. Those of legal age 21 + who choose to drink alcohol during the off season are expected to do so responsibly.

No Weapons

No weapons or dangerous materials are to be brought on tour or to any activity of The Cadets.

This includes, but is not limited to, guns, knives larger than a pocket knife, pepper spray, mace, explosives, and similar items.

No Bullying, Hazing, or Risky Behavior

No bullying, hazing, or risky behavior at any time for any reason for the duration of your time with any The Cadets, including the off season.

Bullying is defined as unwanted, aggressive behavior that involves a real or perceived power imbalance to influence or intimidate someone, typically to force him/her to do what the bully wants. Bullying can be verbal, physical, or social in nature. Verbal bullying is saying or writing mean things, and includes, but is not limited to: teasing, name-calling, taunting, inappropriate racist or sexist comments, and threatening to cause harm. Physical bullying involves hurting a person's body or possessions and includes, but is not limited to: hitting/kicking/punching, spitting, tripping/pushing, taking or breaking/damaging someone's things, and making mean or rude hand gestures. Social bullying involves attempts to hurt someone's reputation or relationships and includes, but is not limited to: leaving someone out on purpose, telling others not to be friends with someone, spreading rumors about someone, embarrassing someone publicly including online.

Hazing can be thought of as bullying with tradition. Hazing is defined as any action taken or any situation created intentionally with the intent to cause embarrassment, humiliation, degradation, harassment, ridicule, or mental, emotional or physical duress, risk of harm, or actual harm to members of a group, regardless of a person's or group's willingness to participate.

Risky behavior or risk-taking behavior are those behaviors with a perceived uncertainty about their outcome and/or

about possible benefits or costs for the physical, economic or psycho-social well-being of oneself or others. Risky behaviors include those that may cause harm to oneself as a result of peer pressure or the seeking of attention. Examples of risky behavior include distracted driving, sexting, and engaging in various peer pressure challenges.

Permission for Departure

Any corps member must receive written permission from the Corps Director to depart spring training or tour, including during free time, for any reason. This includes meals with family or any short trips away from the Corps for any reason. It is understood that The Cadets are not responsible for the member once he/she departs until his/her return.

Confidential Information

Information regarding The Cadets received by staff, participants, or volunteers prior to release to the general public should be kept confidential until an official public release is made. This means refraining from sharing the information verbally or in writing including on the internet and via social media.

Disciplinary Action

If management finds that this Youth Safety Policy has been violated, appropriate disciplinary action will be taken. Disciplinary action may include, but is not limited to verbal/written reprimand, suspension, and dismissal. The seriousness of the violation, the existence and nature of conduct complaints and/or policy breaches, and the wishes of the victim, as well as other considerations, will be taken into account when determining disciplinary action. Retaliation against any party involved – the accused, accuser, witnesses, and investigators – will not be tolerated. Persons who violate The Cadets no-retaliation policy will be disciplined or terminated from their association with The Cadets.