



# 2020 PHOTOGRAPHY, FILMING & MEDIA RELEASE POLICY

This policy covers to all Rumble Dance Competition events and activities including competitions, education courses, workshops, meetings, seminars or any other activities organised by Rumble Dance Competition (operating under Inspire Events Australia Pty Ltd.).

## 1. DEFINITIONS

- **Rumble Dance Competition** means the authorised group (within Inspire Events Australia Pty Ltd) that is responsible for managing RUMBLE DANCE COMPETITION events in Australia.
- **Photograph** means any still image captured using a camera, mobile phone or any other device capable of capturing still images. The terms **photography, photographing, photographer** form part of this definition in the context of their usual meaning.
- **Film/video** means any motion/moving image (i.e. film clip) captured using a camera, mobile phone or any other device capable of capturing motion/moving images. The terms **filming, videographer**, form part of this definition in the context of their usual meaning.

## 2. INTRODUCTION

This policy applies to the taking of, and use of, photographs, film and all other images captured from the RUMBLE DANCE COMPETITION website, publications, social media sites, and at RUMBLE DANCE COMPETITION events.

RUMBLE DANCE COMPETITION is committed to providing the highest level of service to its members. This includes protecting members' privacy, promoting of positive behaviours and attitudes, and protecting the health, safety and wellbeing of members. By introducing this policy RUMBLE DANCE COMPETITION aims to demonstrate this commitment to its members.

## 3. SCOPE

This policy applies to participants, spectators, officials, coaches, judges and staff involved in any RUMBLE DANCE COMPETITION events and activities.

## 4. PHOTOGRAPHIC POLICIES

### 4.1. Photography and filming at Events

RUMBLE DANCE COMPETITION will take photographs and film at events for use on the RUMBLE DANCE COMPETITION website and other publications. If notified by a member that they do not wish to have their image published either in photographic or video form, RUMBLE DANCE COMPETITION will comply with the member's request.

### 4.2. Sale of photographs

Only the authorised photographer appointed by RUMBLE DANCE COMPETITION is permitted to sell or otherwise use photographs for commercial use.

### 4.3. Flash Photography

Flash photography is prohibited at all RUMBLE DANCE COMPETITION events.



#### **4.4. Parents and Spectators**

RUMBLE DANCE COMPETITION permits parents and spectators to take photographs and video from the designated spectator areas only. Any images captured must not be used for any commercial purpose or financial gain.

### **5. GUIDELINES OF THE USE OF IMAGES**

#### **5.1. Diversity**

RUMBLE DANCE COMPETITION will use its best effort to ensure that photographs and videos published on the website and other publications reflect the diversity of the organisation and its members.

#### **5.2. Health and Well being**

RUMBLE DANCE COMPETITION is concerned with the health and wellbeing of its members. In keeping with this RUMBLE DANCE COMPETITION will it use its best efforts to ensure that;

5.2.1. Images published are carefully selected so as not to be deemed offensive, unflattering, or that have potential to cause a person to be bullied.

5.2.2. Images do not display or promote the use of tobacco, alcohol or prohibited drugs.

#### **5.3. Ownership**

RUMBLE DANCE COMPETITION owns the images it captures at its events. Individuals have no ownership rights of any of Rumble Dance Competition images, whether they appear in those images or not.

### **6. PROCEDURES AND TERMS OF REFERENCE**

#### **6.1. Procedure for obtaining permission to take photographs and film at an event – Participants**

RUMBLE DANCE COMPETITION will advise all event competitors and coaches that their photograph may be taken during a RUMBLE DANCE COMPETITION event and be used in publications and website, and in other places where applicable. This information is to be printed on all competition entry forms.

Additionally, at all RUMBLE DANCE COMPETITION events, a notice is to be placed at the venue entrance stating the following:

“During this RUMBLE DANCE COMPETITION event any person present may be photographed or filmed for use by RUMBLE DANCE COMPETITION for its publications, website or social media sites. The official Photographer appointed by RUMBLE DANCE COMPETITION may also take photographs and film and make these available for sale. If you do not wish to be photographed or filmed, please identify yourself to the Event Organiser upon arrival.”

RUMBLE DANCE COMPETITION requires all competition participants (e.g. dancers, coaches etc.) who do not wish to be photographed or filmed to advise RUMBLE DANCE COMPETITION in writing at the time of entry, as well as upon arrival at the event.



## **6.2. Procedure of obtaining permission to take photographs and film at an event – Spectators**

RUMBLE DANCE COMPETITION permits parents and spectators to take photographs and film from the spectator designated area at RUMBLE DANCE COMPETITION events. No person, except for the event Photographer appointed by RUMBLE DANCE COMPETITION is permitted to take images outside the designated areas.

**6.3. Capturing/using inappropriate images at RUMBLE DANCE COMPETITION events** RUMBLE DANCE COMPETITION requests that anyone who sees another person taking inappropriate images, or acting in any way suspiciously, that they alert the Event Organiser immediately.

The Event Organiser will then approach the individual and ask for the following information

- Name
- Relationship to dancer i.e. parent, friend
- Which club the participant is representing/involved with.

The Event Organiser will advise the individual that a complaint has been made regarding their behaviour, and given them an opportunity to respond to the claim. RUMBLE DANCE COMPETITION reserves the right to ask that the individual to cease taking photographs or film, or to leave the venue. This decision is final. If a request to leave the venue is not adhered to, RUMBLE DANCE COMPETITION reserves may call the police.

## **7. POLICY PROMOTION**

This policy is available to all members at staff via the RUMBLE DANCE COMPETITION website at [info@rumbledancecomp.com.au](mailto:info@rumbledancecomp.com.au), as well as in hard copy at each event.

## **8. REVIEW**

This policy will be reviewed annually by RUMBLE DANCE COMPETITION, or more frequently as required.

## **9. ADDITIONS OR AMENDMENTS**

Suggestions for change or improvement to this policy can be directed to RUMBLE DANCE COMPETITION via email to [info@rumbledancecomp.com.au](mailto:info@rumbledancecomp.com.au). Updates will be posted to the RUMBLE DANCE COMPETITION website as soon as practicable.



## CONDITIONS OF ENTRY

The following Conditions of Entry apply to, but are not limited to all visitors, spectators, dancers and other participants at any RUMBLE DANCE COMPETITION event.

These conditions should be considered in conjunction with all other Rumble Dance Competition policies.

### 1. Refusal of Entry

RUMBLE DANCE COMPETITION (operating under Inspire Events Australia Pty Ltd) reserves the right to refuse entry:

- to any person/s deemed to be intoxicated and/or disorderly
- To any person/s who display offensive, discriminatory or anti-social behaviour. Such behaviour during events will not be tolerated, and may result in offending person/s being asked to leave.
- any unauthorised persons
- of items which have the potential to cause injury or public nuisance

### 2. General Conditions

- Alcoholic beverages are not permitted to be brought into or out of venue
- Smoking is only permitted in designated smoking areas as identified by the venue
- Any person who brings personal items into a venue does so at their own risk. The venue and RUMBLE DANCE COMPETITION will not take responsibility for any damage, loss or theft of a person's personal property, and are released of any claims regarding such.
- An emergency evacuation policy and diagram will be displayed at each venue. In the event of an evacuation all persons must follow directions given to them by an authorised person.
- Strollers and prams are permitted into the venue and must be kept in the back of the venue, not within the hosting venues seating.
- Photography/Film –
  - Flash photography is strictly prohibited.
  - Capturing photographic, and film images for commercial purposes is not permitted within the venue.
  - Non-flash personal photography is permitted in the dedicated Photography Areas only.

### 3. Competitions Conditions

Events conducted by RUMBLE DANCE COMPETITION (operating under Inspire Events Australia Pty Ltd) will be adhere to the following policies and guidelines:

1. **Photography, Filming & Media Release**
2. **Event Refunds, Cancellations, Change of Details & Rescheduling Policy.**
3. **Grievance Policy**
4. **Code of Conduct**
5. **Terms & Conditions of Events**
6. **Participation Waiver**

### 4. Liability Waiver

By condition of entry, all persons attending a Rumble Dance Competition event, release, waive, discharge, absolve, indemnify, agree to hold harmless Inspire Events Australia Pty Ltd (Rumble Dance Competition) of any claim arising out of an injury to themselves (or their minor/ward) and from any claims, causes of action, obligations, lawsuits, charges, complaints, controversies, damages, costs or expenses of any kind, nature, or description, whether direct or indirect, in law or equity, in contract or tort, or otherwise, whether known or unknown, arising out of or connected with their own (or my minor/ward) attendance at and participation in the Rumble Dance Competition event/s, whether or not caused by Inspire Events Australia's negligence or gross negligence.



# EVENT REFUNDS, CANCELLATIONS, CHANGE OF DETAILS & RESCHEDULING POLICY

## 1. Event Refund

**This policy refers to refunds issued for items such as: competition entry, spectator entry, event DVDs, merchandise & other RUMBLE DANCE COMPETITION products.**

In special circumstances RUMBLE DANCE COMPETITION may choose to refund an item purchased (such as the items named above). It will not automatically refund items purchased for change of mind, incorrect selection, or change in personal circumstances.

Requests for refunds must be sent via email to RUMBLE DANCE COMPETITION and include an explanation for requesting a refund, a copy of the tax invoice (or if no invoice was received, the purchase date, amount and payment method).

RUMBLE DANCE COMPETITION reserves the right to deduct an administration fee of 10% off refunds issued.

## 2. Event Withdrawals

**This includes all event withdrawals including withdrawals due to injury or illness.**

- For withdrawals received prior to the closing date for entries – a full refund will apply
- For withdrawals after the entry closing date, and up to 21 days prior to the event – a 50% refund will apply
- For withdrawals within 21 days prior to events, including 'no shows' on the event day – no refund is applicable.

## 3. Incorrect Entries and Incomplete Forms

Entrants are encouraged to carefully check all details on their order, prior to making payment as refunds are not usually provided for incorrect selection.

Member clubs that submit incomplete or incorrect entry forms will be charged an administration levy equal to 10% of the entry fee, per error.

## 4. Event Cancellation Policy

Where an event is cancelled due to weather conditions, natural disasters, 'acts of god', terrorism, war or any other reason deemed so by the organisers, a non-transferrable credit valid for 6 months will be given- This will be for no more than of 50% of your total entry or purchase.

## 5. Event Rescheduling Policy

Where an event is rescheduled due to weather conditions, natural disasters, terrorism, war or any other reason deemed so by the organisers, the following applies:

All entries received prior to the rescheduling of the event will automatically be transferred to the rescheduled date/time.

Participants that are unable to attend the new date, and provide written proof within 7 days that they are unable to attend, will receive a non-transferrable credit for 50% of the total entry/purchase price. This credit will be valid for 12 months.

Entries received after an event is rescheduling will be treated as per clauses 1-4 above.



# GRIEVANCE POLICY

## 1. Background and Scope

This Policy has been developed to assist in the reporting and resolving of grievances in cases where early resolution is not possible. This policy applies to officials, judges and Rumble Dance Competition members.

## 2. Definition - Grievance

For the purposes of this policy a grievance is defined as any type of problem, concern, dispute or complaint related to Rumble Dance Competition activity, which cannot be resolved through normal channels of communication. While a majority of grievances can be resolved relatively quickly through telephone, email and face-to-face meetings, some grievances involve more complex matters requiring further investigation, negotiation or disciplinary action.

Some examples of types of grievances that may occur are discriminatory behaviour/practices, sexual, racial, or any other form of harassment, and breaches to any Rumble Dance Competition policies and/or code of conduct.

## 3. Principles

The behaviour of all Rumble Dance Competition stakeholders should reflect the values of respect, impartiality, honesty and integrity.

Rumble Dance Competition's Code of Conduct and Ethics establishes appropriate personal and professional behaviour, and deviation from this Code may represent grounds for disciplinary action.

## 4. Objectives

The objective of this policy is to:

- Ensure that grievances are heard promptly and resolved by negotiation and discussion between the parties.
- ensure confidentiality, and the protection of the rights of all parties involved
- Ensure that a Rumble Dance Competition stakeholder has the opportunity for their grievance to be heard.

## 5. Grievance Procedure

Upon notification of a grievance, Rumble Dance Competition will:

- a) Check all the facts with the person advising of the grievance.
- b) Ensure that all responsible steps have been taken to resolve the grievance between the parties as close to the source as possible (E.g.; Head Judge, Coach, Club Manager Etc.)
- c) Ensure that all reasonable steps have been taken so that discussions and information concerning the grievance may be treated confidentially.
- d) Ensure that each grievance is treated seriously, and with sensitivity. An individual's perceptions of a situation may vary.
- e) Be aware of grievances that may indicate repeated incidents (e.g. harassment), which may constitute a more serious type of grievance.
- f) Discuss a range of resolution options available to the person raising the grievance.



# RUMBLE DANCE COMPETITION CODE OF CONDUCT

**This Code of Conduct (CoC) forms part of the Participants Rules & Regulations for event participation.**

Rumble Dance Competition (operating under Inspire Events Australia Pty Ltd) has absolute discretion regarding the implementation and regulation of the CoC, and may update it as deemed appropriate.

The CoC provides all participants of RUMBLE DANCE COMPETITION events (e.g. dancers, parents, coaches, officials and spectators) with guidelines that assist in delivering a safe and positive environment for those involved.

## Participants

Participants in the events include:

- Dancers;
- Coaches;
- Officials;
- Parents/carers of dancers, sponsor representatives and club supporters;
- Members of the general public attending as spectators.

## Every participant should:

- Discourage all instances of unsportsmanlike behaviour;
- Respect the rights, dignity and worth of every person regardless of their gender, ability / disability, sexual orientation, cultural background or religion;
- Never bring the sport into disrepute;

## CODE OF CONDUCT – Dancer

It is expected that a Dancer will participate in line with the following Code of Conduct:

- Respect -
  - i. The rights, dignity and worth of fellow dancers, coaches, officials and spectators.
  - ii. The talent, potential and development of fellow dancers and competitors.
- Contribute to a safe sporting environment, and a culture, which is accepting and respectful of individual differences and free from all forms of harassment. Dancers should consider their own safety as well as the safety of others. Safety, in the context of this CoC, includes physical and emotional safety and wellbeing, which may be effected by actions conducted in a physical sense as well as through written and electronic means (including social media).
- Care for and treat with respect, all an equipment and facilities used during the course of the competition.
- Be honest throughout the course of the competition, including in all dealings with coaches and competition officials.
- Conduct oneself in a professional manner in relation to personal and ethical behaviour
- Ensure that use of appropriate language, manner, and punctuality are upheld
- Be aware that personal behaviour has the capacity to embarrass oneself, the sport, and its stakeholders
- Work with, not against, Rumble Dance Competition.



- Abide by the rules, and respect the decision of the judges, and ensure that any appeals are made through the formal process, respecting the final decision.
- Maintain a positive attitude towards the sport, the competition and other participants at all times.
- Give your best effort – participate for your own enjoyment and benefit.
- Cooperate with coaches and Rumble Dance Competition staff in the development of programs to adequately prepare for competition.

In general terms a dancer is encouraged to:

- work towards achieving their full potential in the sport;
- maintain a healthy lifestyle that is conducive to excellence in the sport; and
- Abide by both the rules and the spirit of the sport.

### **CODE OF CONDUCT – COACH**

It is expected that a Coach will participate in line with the following Code of Conduct:

- work in good faith with Rumble Dance Competition and its policies, rules and expectations
- Actively discourage unsportsmanlike behaviour by any participant.
- Seek to maximise the participation and enjoyment of all dancers, regardless of ability, and treat all dancers equally, regardless of their talent.
- Place the welfare and safety of the dancers above all else, and display empathy and act with care towards all sick and injured dancers.
- Teach dancers that an honest effort, and competing to the best of their ability, is what is important.
- Maintain appropriate, professional relationships with dancers at all times.
- Maintain a thorough knowledge of the rules of the competition
- Keep abreast of current coaching methods and seek to maintain or improve your current accreditation level.
- Conduct yourself at all times in a manner that shows leadership, respect for the sport and respect for all those that are involved in the sport –the dancers, officials, the supporters and the parents.
- Help each participant (e.g. dancer, official) to reach their potential – respect the talent, developmental stage and goals of each person and complement and encourage with positive and supportive feedback
- Contribute to a safe sporting environment, and a culture that is accepting and respectful of individual differences and free from all forms of harassment. Coaches should consider their own safety as well as the safety of others. Safety, in the context of this CoC, includes physical and emotional safety and wellbeing, which may be effected by actions conducted in a physical sense as well as through written and electronic means (including social media).

### **CODE OF CONDUCT – OFFICIALS/JUDGES**

It is expected that a Coach will participate in line with the following Code of Conduct:

- Place the welfare and safety of the dancers above all else.
- Be consistent and impartial when making decisions
- Promptly and appropriately address negative behaviour, and promote respect for all people
- Act honestly, in good faith, and in the best interests of the sport as a whole
- Ensure that any information acquired, or the advantage gained from the position, is not used improperly





- Conduct your responsibilities with due care, competence and diligence
- Do not allow prejudice, conflict of interest or bias to affect your objectivity
- Contribute to a safe sporting environment, and a culture that is accepting and respectful of individual differences and free from all forms of harassment. Officials should consider their own safety as well as the safety of others. Safety, in the context of this CoC, includes physical and emotional safety and wellbeing, which may be effected by actions conducted in a physical sense as well as through written and electronic means (including social media).

## **CODE OF CONDUCT – SPECTATOR/PARENT**

It is expected that spectators and parents will participate in line with the following Code of Conduct:

- Encourage dancers to respect other dancers and officials.
- Act fairly, maturely and positively towards all dancers and their efforts.
- Understand that participation in the sport is a big commitment and a valuable life experience, and that the effort and benefits of involvement go far beyond the final result of a competition.
- Participate in positive cheering that encourages the dancers in the club you are supporting. Negative, intimidating cheering/taunting to fellow supporters, officials, dancers and judges is not appropriate conduct, and is not conducive to a positive and encouraging environment, which the sport is fundamentally about.
- Remember that dancers participate in the Rumble Dance Competition events for their own benefit and enjoyment, not yours.
- At all times, follow the directions of the event organiser and other officials.
- Clubs are responsible for the conduct of their dancers, parents/carers of dancers, coaches, officials and club supporters.

## **BREACHES TO THE CODE OF CONDUCT**

Breaches to the above Code of Conduct may result in penalties including, but not limited to:

- Suspension of a participant on a temporary, or permanent basis; and/or
- Suspension of a club, on a temporary, or permanent basis.