



NEW VOICES AUSTRALIA

CODE OF CONDUCT

Applies to Young Artists, parents/carers, and directors/staff/contractors at all NVA. activities including rehearsals, recordings, filming, auditions, and online spaces.

Our Shared Values

- Safety first
- Respect and kindness
- Professionalism - punctuality, preparedness, focus
- Equity and inclusion - no discrimination, no exclusion
- Pride in the work

1. Behaviour Expectations for Everyone

- Treat all people with respect, including differences in background, ability, identity, faith, and family.
- No bullying, harassment, intimidation, or 'jokes' that embarrass or exclude.
- No yelling, swearing at people, name-calling, or aggressive behaviour.
- Follow directions from NVA. directors and venue staff promptly.
- Respect all property and venues. Leave rehearsal and filming spaces tidy.
- Maintain appropriate physical boundaries and personal space at all times.

2. Anti-Bullying and Conflict

Bullying is any repeated behaviour that causes harm, fear, or humiliation — including in group chats and online spaces.

If something goes wrong:

- Speak up early.
- Tell an NVA. director immediately.
- If you are a parent or carer, contact the directors rather than approaching another child directly.

NVA. will investigate all concerns and may apply consequences to protect the group.

3. Rehearsal Focus, Phones and Devices

During rehearsals, recordings, and filming:

- Phones and smart devices are off and away.
- No filming, photography, or audio recording unless explicitly approved by directors for that moment.

- If a device is required for learning tracks (exceptional circumstances only), this must be pre-approved by directors in advance.

4. Dress Code

As NVA. regularly films content for public release, we ask that all Young Artists dress appropriately for every rehearsal. We encourage individual style — modern, fun, and casual is our vibe.

- Individual style is encouraged and celebrated.
- Activewear and revealing clothing are not permitted.
- Because all content is shared online, child safety is our highest priority — appropriate attire plays an important role in this.
- If you are unsure about any clothing choices, please check with a director.

See the Dress Code Reference attached at the end of this document for style inspiration.

5. Preparation

NVA. is a high-performance ensemble. Home preparation is essential, not optional.

Young Artists are expected to arrive at the first rehearsal:

- Having learned all provided parts (for core pieces and Short Form Content) to the required standard
- Off-book — no lyric sheets, no holding music
- Ready to rehearse performance, harmony, staging, and detail

6. Punctuality and Attendance

Young Artists must arrive 10 minutes early to sign in, settle, and be ready to start. No lateness will be tolerated.

If an unavoidable delay occurs (for example, a major transport issue), parents and carers must notify the directors as soon as possible.

Repeated lateness or missed sessions may result in:

- A performance warning
- Reassignment of featured parts
- Removal from the project or ensemble for the remainder of the term

7. Respectful Communication

- Young Artists communicate respectfully with each other and with directors at all times.
- Parents and carers communicate respectfully with directors and other families.
- Concerns are raised privately and calmly - not in public group chats and not during rehearsal time unless the matter is urgent.

8. Social Media, Privacy and Online Behaviour

Engagement by parents, carers, and Young Artists across all NVA. content is encouraged - liking, commenting, and sharing - as long as it is respectful and follows the guidelines below.

To protect minors and the integrity of releases:

- Do not post or share unreleased content, behind-the-scenes footage, rehearsal clips, call sheets, location details, or other identifying information without approval from NVA. directors.
- Do not tag or identify other minors without explicit parent or carer permission.
- No negative posting about NVA., participants, staff, venues, or partners.
- NVA. will provide clear guidance on what can be shared and when.

9. Communication with Young Artists

Directors and staff will not privately message Young Artists. All communications go via parents and carers, or through approved group channels. Exceptions may apply where a Young Artist has a pre-existing, known external relationship with the director or staff member.

10. Parent and Carer Responsibilities

Parents and carers agree to:

- Ensure the Young Artist arrives on time, prepared, appropriately rested, and fed
- Support home practice and off-book learning
- Provide accurate medical and emergency information, and advise directors of any changes
- Pick up promptly at finish time
- Model respectful behaviour at all times — towards directors, other families, and the ensemble

11. Director and Staff Responsibilities

Directors, staff, and contractors agree to:

- Model respectful, inclusive, and professional behaviour at all times
- Create a safe rehearsal culture and act on concerns promptly
- Give feedback in a constructive, age-appropriate way
- Avoid favouritism and maintain appropriate professional boundaries
- Uphold NVA.'s Child Protection Policy and report any concerns immediately

12. Consequences

Breaches of this Code of Conduct may result in:

- A verbal warning and behaviour plan

- Removal from an activity for the day
- Removal from a featured part or solo
- Suspension or removal from the ensemble or project

NVA. directors will apply consequences with discretion, proportionality, and always with the safety of the whole ensemble in mind.

Questions or Concerns

Raise all concerns directly with the NVA. directors. If a matter is urgent and relates to the safety or wellbeing of any person, contact a director immediately. For child protection concerns, the NSW Child Protection Helpline is available 24/7:

Jessica

jessica@newvoicesaustralia.com.au |

Prudence

prudence@newvoicesaustralia.com.au |

NSW Child Protection Helpline: 13 36 27

NVA. | New Voices Australia — ABN: 18 617 639 199 — Code of Conduct Version 1.0

NVA.

NEW VOICES AUSTRALIA

DRESS CODE REFERENCE

Style inspiration for NVA. Young Artists



The Look

NVA. is filmed. Everything you wear at rehearsal may appear in our content - so dress like you're already on camera.

We love:

- Streetwear: graphic tees, oversized hoodies, cool-fit jeans
- Casual-cool: floral minis, cargo pants, varsity jackets
- Sports-inspired: team jerseys, college tees, baseball caps
- Layering: flannels, open shirts, denim over tees
- Your own individual style... own it!

Please avoid:

- Activewear: leggings, gym shorts, sports bras as tops
- Revealing or low-cut clothing
- Clothing with offensive graphics or slogans

Not sure?

If you're unsure about an outfit, check with a director before attending. We'd rather discuss it in advance than have anyone feel uncomfortable on the day.

Child Safety Note

Because all NVA. content is published online, appropriate attire is part of our child safety commitment. NVA. directors reserve the right to request a change of clothing if an outfit is not appropriate for filming.