**KIDS FROM WISCONSIN 2024 - POLICIES AND EXPECTATIONS**

The KIDS FROM WISCONSIN has developed an outstanding reputation over the years as a group of young people who exemplify the highest professional standards both on and off stage.

This reputation and public image are something we take very seriously, both for the future good of the KFW program and for the benefit of each member.

Because of the unique public role played by each troupe member, a wholesome, courteous and professional image is essential.

Additionally, it is our hope that these few guidelines will help to ensure the smooth operation of the KFW tour and to foster good relationships amongst the troupe members, staff, sponsors, and friends.

The following are guidelines, policies, and expectations for each member of the KFW:

INITIAL EACH BULLET POINT

* A Principal troupe member is expected to perform at every performance and be present for set up and strike of the stage, and travel with the troupe on the bus.
* During camp and tour, curfews will be established. All troupe members are expected to follow and respect all set curfews.
* Respect the authority of all staff members and student leaders.
	+ Refer to the job duties of each staff and tour member and utilize them appropriately. Refrain from seeking assistance or action from staff or student leaders for situations that fall outside of their duties.
* Accept all KFW responsibilities, on and off stage. This includes full participation in all activities, including outreach workshops, load in and load out, and other community events.
* Take assigned care of lodging facilities, including dorms, home stays, or hotels.
	+ All policies set by a housing or performance host must be respected and to the best of the staff and troupe member's ability.
* Members must always observe the “buddy system” and be accompanied by one or more troupe member(s).
* Dorm rooms are only to be entered by troupe members assigned to that room or a staff member.
	+ Kids and staff should never be alone one-on-one in any housing room. Kids in any amount should not be in a staff member’s personal room for any reason. Staff should only be in a kid’s room for bed check.
* All troupe members and staff must attend a media training session during work camp.
	+ If contacted by news media, make sure to give information that is accurate and is reflective of this training.
	+ Troupe members must always be accompanied by a staff member if requested to make a media appearance onsite. Staff can deny a troupe member from making media appearances.
* Onstage appearance and performance must remain consistent throughout the season. No noticeable changes in hair, make-up, costumes, choreography, vocals, or other onstage choices should be made without permission.
* Discipline and guidance for any questionable or inappropriate behavior by or between troupe members will be at KFW staff members' discretion.
* If a problem exists between troupe members, please seek out guidance from student leaders first before getting staff involved. Leaders will consult with tour staff if no resolution can be made without them.

**“KI” Kids Image**

* The KFW look on and off stage is an important part of Kids Image.
	+ Tour wardrobe polos are provided, and troupe members are expected to provide additional pieces (like bottoms and shoes). Troupe members are expected to keep tour wardrobe in good condition throughout the tour, and to return all wardrobe items is good condition at the end of the season.
	+ Hair grooming guidelines include clean cut and well maintained professional looking hair styles with hair pulled back and/or secured away from the face while performing. Male identifying members of the troupe and band must have their hair secured back behind their ears and tied low in a single ponytail or bun at the back of the neck.
	+ No facial hair, on or off stage. This must be properly maintained throughout the tour.
	+ Any significant change in hairstyle or color must have prior approval from the artistic director.
	+ No visible piercings on stage. On tour but off stage, only small studs are allowed with a maximum of two visible piercings.
	+ The artistic team must be made aware of any tattoos during camp. Tattoos must be approved if they would be visible in tour wardrobe or on stage. No additional tattoos will be approved beyond camp.
	+ Any appearance request given to troupe members from student leaders or staff needs to be respected and followed. These may include haircuts, shaving facial hair, changing performance hair or make-up, removing piercings, or covering tattoos.
* Professional conduct will always be expected including punctuality, following through with all responsibilities on and off-stage, contributing to the health and wellbeing to the morale of the group by being cognizant of what you say and do affecting other people, and care of personal hygiene and wardrobe.
* Use of profanity is prohibited while representing the KFW organization and is detrimental to the KFW public image. This includes curse words and any language that can be inferred as offensive in any way.

**Kids From Wisconsin Alcohol and Drug Policy**

The expectations of the KFW organization regarding alcohol are as follows. Each of the following would be considered a serious infraction of KFW policies, and cause for strong disciplinary and legal action.

* Using, possessing, purchasing, or selling alcoholic beverages or drugs.
* Providing drugs or alcohol to any member, especially minors.
* Contributing to an atmosphere or place where underage drinking or drug use is taking place. Being intoxicated or contributing to intoxication at any KFW related venue or affiliated event.
* Evidence of use of alcohol or drugs. This includes empty alcohol containers or drug paraphernalia at any KFW-related venue or affiliated events including cars, housing, on your person, etc.
* Postings of photos that show evidence of alcohol or drug use on social media.
* **We strongly suggest a Personal Property Insurance Policy be** **taken out prior to camp. Kids From Wisconsin LTD will not be liable for loss or damage of personal property including musical instruments. Check your homeowner’s policy for coverage options.**

A list of rules can only cover so many possible problems. Any behavior detrimental to the image and reputation of the KFW organization, or the morale and success of the current troupe will be considered a compromise of a troupe member’s summer commitment. Each troupe member is expected to take this commitment seriously for the entire summer.

**FULL NAME:**

**SIGNATURE:**

**FOR MINORS ONLY, PARENT SIGNATURE:**