

PARTICIPANT & PARENT CODE OF CONDUCT

Welcome to the Kontroller Kulture Leadership Academy. Our program is built on mutual respect, personal accountability, and the community standards required to grow as leaders. This Code of Conduct is a shared agreement between participants, parents/guardians, and program staff. It ensures that our environment remains safe, supportive, and focused on excellence. Both the student and a parent/guardian must review and sign this agreement to participate in the academy.

1. Student Commitments & Accountability

As a participant in the Leadership Academy, you are expected to carry yourself like a leader. Success in this program requires active effort and accountability.

- **Respect for Self and Others:** Treat every participant, coach, volunteer, and staff member with dignity. Bullying, teasing, use of profanity, or discriminatory language will not be tolerated under any circumstances.
- **Active Engagement:** Arrive on time, bring a positive attitude, and actively participate in all scheduled workshops, team-building sessions, and community challenges.
- **Conflict Resolution:** If a disagreement arises, resolve it through calm communication or by asking a facilitator to help mediate. Physical aggression, verbal threats, or disruptive behavior will result in immediate disciplinary action.
- **Environmental Stewardship:** Take pride in your space. Clean up after yourself, respect the venue properties hosting our programs, and treat all learning materials with care.

2. The Earned Privilege Model (Work-to-Play)

Our academy operates on a clear merit structure: educational growth and character development always come first.

- **Scholastic Focus First:** Access to the gaming stations and recreational technology is a privilege, not a right. Unlocking gameplay requires the focus, completion, and effortful execution of your daily academic and literacy challenges.
- **Earning Your Sticks:** Participants must complete their designated curriculum blocks to earn their 50 minutes of recreational gameplay time.
- **Earning Placement:** Program participation order, tournament seeding, and special event privileges are determined fairly through our structured Compass Challenges. Cooperation and effort dictate your standing.
- **Loss of Privileges:** Disrespectful behavior, poor sportsmanship, or a failure to engage in the academic portions of the program will result in a suspension of recreational gameplay privileges.

3. Parent & Guardian Commitments

We view parents and guardians as our essential partners. Your support at home reinforces the accountability we cultivate during program hours.

- **Reliable Logistics:** Ensure your child arrives on time for programming and is picked up promptly at the designated dismissal time by an authorized adult.
- **Reinforcing Accountability:** Support the program's structure by upholding the "Work-to-Play" boundaries. Encourage your child to view earned privileges as a reflection of their hard work.
- **Constructive Partnership:** Maintain respectful, open communication with program facilitators and leadership. If you have concerns regarding your child's progress or experience, address them privately and professionally with staff.

4. Disciplinary Procedures

To maintain a safe environment, violations of this Code of Conduct will be handled through a progressive accountability process:

1. **Verbal Warning & Reflection:** A facilitator will address the behavior directly, connecting it back to our leadership principles. Recreational gameplay privileges may be paused.
2. **Parent Notification & Privilege Suspension:** If the behavior persists, a program leader will contact the parent/guardian to discuss the issue. Gameplay privileges will be suspended for a designated period.
3. **Parent Conference & Action Plan:** Continued disruption will require a formal meeting between staff, the participant, and the parent/guardian to establish a strict behavioral contract.
4. **Program Dismissal:** If a student is consistently unable or unwilling to meet community standards, or commits a severe safety violation, they may be permanently dismissed from the academy.

Signatures and Acknowledgement

By signing below, we confirm that we have read, understood, and agreed to the standards set forth in the Kontroller Kulture Leadership Academy Code of Conduct. We commit to upholding accountability, respect, and the integrity of the program.

Participant Printed Name: _____

Participant Signature: _____ **Date:** _____

Parent/Guardian Printed Name: _____

Parent/Guardian Signature: _____ **Date:** _____