NEW BALLET ENSEMBLE & SCHOOL

# Student Handbook


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# About Us

Founded in 2002, New Ballet Ensemble & School is a thriving after-school dance program in the heart of Midtown Memphis in the Cooper-Young neighborhood.

Dancers from all over the Mid-South fill our studios six days a week, training and exploring cultural forms of dance alongside a strong classical ballet curriculum. New Ballet collaborates with education partners through school residencies and invests in other active community partnerships to reach audiences of all ages where they are.

In 2014, we received the National Arts and Humanities Youth Program Award, which recognizes the country's best creative youth development programs for using engagement in the arts and humanities to increase self-direction, academic achievement, graduation rates and college enrollment.

## Mission Statement

***New Ballet Ensemble & School brings children together by providing a professional standard of training, regardless of the ability to pay.***

## The Ensemble

New Ballet Ensemble & School is home to a professional ensemble and "company" of Teaching and Performing Artists ranging in experience from apprentices to veteran career dancers. Professional ensemble members serve as Teaching and Performing Artists, instructing children from ages 3 to 18, as well as in Shelby County Schools and independent schools across the city. Some dancers began as New Ballet students, working their way through the ranks across many years, while others held professional careers elsewhere before arriving at New Ballet.

The ensemble performs with our students for two of our three mainstage performances, *NutRemix™* and *Springloaded*. The ensemble also performs at local schools during our school show season, as well as for other community and special events.

## The School Program

New Ballet's goal is to offer high quality rigorous dance training that prepares children for professional opportunities, college programs or a lifelong love of and advocacy for dance and the arts, regardless of economic, racial or cultural barriers.

Master educators, guest instructors and New Ballet Teaching Artists teach an array of classes in our state-of-the-art studios in an atmosphere of encouragement and excellence. Studying at New Ballet allows young people to interact with other students, learn from a diverse and highly qualified faculty and benefit from periodic, objective evaluations of progress. We encourage New Ballet students to become creative citizens of the world.

Students audition to ensure the best class placement for their specific stage of development and artistic growth. Class sizes are intentionally limited to about 15 students to optimize their learning experiences and ensure adequate attention and resources can be provided for each and every student.

New Ballet's artistic approach is a synthesis of many cultures in the heart of a great, diverse city. The classical ballet curriculum is enhanced with lessons in modern and flamenco dance styles. New Ballet students are also exposed to African drumming and dance, hip-hop, Memphis Jookin and Chinese dance. Students have the option to create their own schedule of dance classes in any forms that are offered and fit their interests.

**Private lessons** are available for anyone seeking the benefits of a one-on-one learning experience. Please contact us at frontdesk@newballet.org for more details and information.

## School Curriculum

New Ballet designs each class around a formal curriculum based on our goal to offer the highest quality, rigorous dance training that prepares children for professional opportunities, college programs, or to be lifelong practitioners of dance and lovers of the arts. New Ballet's curriculum is ever-evolving as staff continue to assess the program.

Early Childhood Training as well as Ballet Levels 1 and up are based on the ABT curriculum and guidelines and enhanced with content from *The Healthy Dancer - ABT Guidelines for Dancer Health*. For Levels 4 and up, the curriculum includes flamenco, modern and contemporary dance styles.

New Ballet's diverse curriculum also includes hip-hop, Memphis Jookin, West African dance and tap. All classes at New Ballet are taught to a professional standard in a nurturing environment.

Students have the opportunity to rehearse and perform a number of projects, working throughout Memphis with professional dancers, guest choreographers.

New Ballet strives to avoid injuries as much as possible through attention to detail in placement and alignment.

## Parent Observation

We offer Parent Observation Weeks during the Fall and Spring. Observation weeks will be **October 19th-24th & March 1st-6th**. Parents are encouraged to participate and witness their child working hard toward their goals. Parent Observation Week will be posted on the school calendar.

## Performance Opportunities

Each year, New Ballet invests considerable resources in presenting three mainstage student performances: ***NutRemix™***, ***Springloaded*** and **Family Night.** NutRemix uses two live orchestras- the Memphis Symphony Orchestra and Youth Jazz Ensemble!

NutRemix,  November 20th-22nd, 2026, Germantown Performing Arts Center (GPAC)

SpringLoaded, April 3rd- 4th, 2027, Buckman Performing Arts Center

Family Night, May 11th, 2027, Overton Shell

## Partnerships and Educational Outreach

New Ballet is a community-oriented organization with strong roots in the Greater Memphis community. As such, we have several valued partnerships with organizations doing important work in the Memphis area. These include..

- The Memphis Symphony Orchestra
- Hattiloo Theater
- Theatre Memphis
- Cannon Center for the Performing Arts
- Stax Music Academy
- Memphis Jazz Workshop
- ..and many others to develop and present dance to different parts of the Memphis community.

Reaching 25,000 students every year, New Ballet emphasizes Educational Partnerships as a foundational and vital part of our program. Since 2008, New Ballet has participated in a fruitful partnership with Shelby County Schools, teaching dance in schools and after school, and through residency programs in several schools. New Ballet also provides classes in several independent schools throughout the city.

## Core Values

New Ballet operates with a fundamental set of core values that guide daily interactions with students and their families.

- **Personal Growth:** New Ballet strives to build upon the character assets and life skills inherent in students.
- **Equity:** New Ballet pledges that no student is restricted by systemic racism, bias or poverty.
- **Innovative Teaching:** New Ballet focuses on each child's unique, optimum capabilities.
- **Community Building:** New Ballet bridges our racial and cultural differences through dance.
- **Partnerships:** New Ballet collaborates with like-minded individuals and organizations to achieve our goals.

- **Education:** New Ballet incorporates dance in schools to educate, discover and recruit talented youth.
- **Generosity:** New Ballet extends hospitality internally and externally.

**New Ballet Non- Discrimination Policy**

New Ballet Ensemble and School does not discriminate based on race, gender, sexual orientation, religion or economic status and is an equal opportunity education facility, contractor and employer**.**

## Our Team

New Ballet Ensemble & School is governed by a volunteer Board of Directors composed of community leaders, volunteers, and professionals who believe in our mission and freely give their time, resources and expertise. The Board is responsible for approving the annual budget, setting policies and procedures, raising funds and awareness, and developing programmatic and strategic plans.

New Ballet's administrative staff is made up of a diverse team of talented individuals who keep the organization running smoothly. The staff works together to offer the best possible service to students, partners and families, ensuring that New Ballet operates and evolves to its greatest potential. The different administrative departments are the artistic, programming, production, marketing and operations departments.

For more information about these team members and their experience, please refer to our website.

# General New Ballet Information

## Registration and Communication

All students participating in the New Ballet Ensemble & School dance program must be registered to attend class. It is important for parents to keep all contact information up to date. School staff must be able to contact parents in case of emergency, and we must be able to reach you with information about scheduling and your child's progress.

An annual fee is required to register your child and is due at the time of registration. New Ballet uses a registration software system and database called SportsEngine. Each family and student is required to use this program and maintain current information in the database, as it is New Ballet's primary communication tool.

Parents can expect to receive most school and program information via GoMotion. New Ballet may communicate this information directly to older students (generally beginning at 11 or 12 years old) via GoMotion, always copying parents. The program can be accessed via the GoMotion smartphone app and a web browser.

## Tuition

**Tuition is non-refundable.** Semester payments are due at the time of registration for each term. Payment plans are available. Please contact us for more details and information. A valid credit card may be required for certain payment plans.

Delinquent account balances could result in the dismissal of a student.

Students enrolled in Levels 2 through 7 are obligated to pay the annual tuition in full, *regardless of whether or not the student withdraws prior to completing the full year of classes.*

Private lessons range in price from $50-150 per visit and are available on a case-by-case basis as the teacher's schedule permits. All payments for private lessons are required at the time of booking.

***There will be no refunds issued for missed classes or vacations.***

Full and partial **scholarships** are available based on financial need, as is a part of New Ballet's mission. If you need financial assistance, please contact the studio at frontdesk@newballet.org for more information.

***New Ballet reserves the right to cancel any class that has fewer than five participants, and, in that instance, will refund all tuition paid up until that date.***

## Weather Policy

New Ballet will typically follow Shelby County Schools' policies with regard to school closures due to inclement weather. New Ballet will communicate with families directly through the staff's primary communication system, GoMotion, if inclement weather impedes instruction time. If you have questions, please call the studio.

## Drop-Off and Pick-Up Policy

Students must be dropped off and picked up on time. If you have an extreme situation, please contact the studio immediately at 901-726-9225

Parents can wait in the lobby or front porch area, though space may be limited. Please refrain from peeking into classrooms, which can be distracting for your child, other students and the teachers.

New Ballet will not allow students to leave the building prior to pickup. New Ballet cannot be responsible for them outside of the building.

Parents of children in early childhood classes should meet their children in the lobby after class. New Ballet cannot be responsible for children waiting outside of the building or secured area.

Siblings of students should never be left unattended or dropped off at New Ballet. New Ballet is unable to provide childcare beyond our classes.

## General Expectations

- The Education Resource Center is open to students to do their homework and receive tutoring, as well as to draw or read. For more information about the ERC, see the Student Engagement and Holistic Support section.
- Outside of the ERC, access to the second floor is limited to staff only.
- New Ballet is a non-smoking facility and smokers should remain at least 10 feet away from entrances and exits.
- New Ballet assumes no responsibility for lost or stolen property. Cell phones, other electronics and wallets may be placed in dance bags. Cell phones should be reserved for student/parent communication only. Students who use phones to talk to others during rehearsal times will be asked to leave the phone in the office until pick up or dismissal.
- New Ballet is a drug-free studio. If drug use or possession is found or suspected on school property, the Memphis City Police will be called immediately. If a student or employee is suspected to be under the influence of drugs, they will be asked to leave and appropriate actions will be taken.
- New Ballet will not tolerate emotional outbursts or swearing in the studio. If there is a problem that must be dealt with, please make an appointment with the office to arrive at a mutual understanding or to resolve any conflict that may arise.
- Theft of property by a New Ballet student will result in immediate expulsion with *no refund of tuition given.*

# Student Information

## Class Details

The New Ballet Ensemble philosophy prioritizes individual attention in small class settings. At New Ballet, our classes range anywhere from 12 to 17 students. Some of our early childhood classes average eight to 10 students per class. Smaller classes provide an enhanced learning environment where students receive more personalized feedback from their instructors and

form a tight-knit community. This said, we must have a minimum of 5 registered students in order to hold a class.

## Attendance Policy

Students are expected to attend all required classes and rehearsals within their level. When an absence is expected, New Ballet must be notified via the Absence Request Form found on the website. We ask that the form be submitted at least two weeks in advance.

Absences are determined to be either excused or unexcused. The Academic/Religious Absence Requests are reserved for school-sanctioned academic events and/or religious events, funerals of a close relative and college testing or visits. These absences are considered excused and do not need to be made up. Fall and Spring Break absences are also excused and do not need to be made up. All other requests that fall outside of academic and/or religious events are unexcused.

Excessive absences or tardiness can severely hamper a student's progress and could result in injury. Placements, biannual evaluations and casting could also be impacted.

If a student is sick and unable to attend, please contact the school staff by phone (901-726-9225) so that we can make the teacher aware, as well as complete the online Absence Request form.

Make-ups only apply to dancers in Levels 5-7. If you miss a class due to an excused absence, you are welcome to join a class at a level below your current one in order to maintain conditioning. Please coordinate this with the front desk before joining class in the level below.

It is the responsibility of our families and dancers to stay up to date with rehearsal schedules as they are subject to change.

When a dancer is injured, we encourage that student to attend and observe class. We learn valuable lessons through observation.

No student is permitted to participate in a class if they are more than 15 minutes late. This is an injury prevention measure. A student may observe class in this instance.

## School Calendar

We maintain our school calendar on the New Ballet website and update it frequently with information about important dates, events and rehearsals. We ask that both students and parents refer to it often for the most recent information, especially for rehearsal schedules during one of our mainstage performances.

## Classroom Etiquette

To ensure the best learning environment possible for everyone, New Ballet outlines classroom expectations. These expectations are all communicated below.

All dancers are expected to:

- Respect their teachers, their fellow dancers and their art form.
- Maintain focus and concentration on the teacher.
- Put forth their best effort for each class.
- Maintain a positive attitude for themselves and for others.
- Take ownership of their own learning by focusing and being an active listener.
- Be kind and considerate.
- Follow the dress/hair code.

Additionally:

- Dance bags should be brought into the studio and neatly stacked in the front or stored in cubbies.
- **Cellular phones must be turned off throughout all classes**. Students may check for messages from parents during breaks between class and rehearsal or at the end of class. **Cell phones are not allowed to be used in class or rehearsal.**

Parents and students can expect to be held accountable for persistent and consistent violation of classroom expectations.

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## Restorative Practices Policy

In the event that behavior management is needed to improve classroom etiquette, New Ballet teaching artists are expected to adhere to these practices in the following order:

- Verbal corrections/warnings; frequency at the discretion of the teaching artist
- Parent communication after class
- A scheduled parent conference
- Student  instructed to observe class for a predetermined length of time

## Dress Code

All classes at New Ballet require adherence to a dress code. This instills discipline and builds self-esteem, enhances class unity and improves the teacher's ability to see and correct mistakes. All students are required to wear appropriate clothing into the building. This includes a cover-up for students of all ages and proper footwear. Dance shoes should never be worn outside. Below are the dance styles and their corresponding required dress codes.

**Ballet:**

**All Levels require pink or flesh colored tights and ballet slippers.**

Males:

- 9 years and under: white shirt, black shorts, black ballet slippers
- 10+ years: white shirt, black dance tights, dance belt, black ballet slippers

Females:
**Creative Movement:** light pink leotard
**Pre-Ballet:** light pink leotard
**Level 1:** pink leotard, pink skirt
**Level 2**: light blue leotard, light blue skirt
**Level 3:** burgundy leotard, burgundy skirt
**Level 4:** navy blue leotard, navy blue skirt
**Level 5**: forest green leotard, forest green skirt
**Level 6:** black leotard, black skirt
**Level 7**: black leotard, black skirt

**Studio Technique Classes:**

- Females: black leotard, pink or flesh colored tights, pink or flesh colored ballet slippers
- Males: black dance tights, dance belts (10+yrs old & up), white t-shirt, black ballet slippers

***Skirts are optional,** but only certain colors are allowed depending on your level.

**Individual Style Classes:**

**Hip hop (All Levels):** sneakers and comfortable clothes

**Tap (All Levels):** tap shoes and comfortable clothes

**West African Dance (All Levels)**: comfortable clothes, bare feet

**Jookin:** sneakers and comfortable clothes

**Jazz, Modern, Flamenco and all rehearsals:**
Students are expected to remain in uniform. Black jazz shoes are required for jazz. For flamenco, black flamenco or character shoes and a black character skirt or black jazz pants are required. Black tights may be worn for jazz and modern. **No warm-ups are to be worn during class or rehearsal under any circumstances but are recommended for break times.**

**Hair:**
Anyone with long hair must wear their hair in a neat bun for every class (a headband may be of use). Bangs and "whispies" should be controlled with hairspray, gel and barrettes, as needed. Keeping long hair pulled back ensures safety while dancing. Hair should be no longer than mid-back.

**Jewelry & Nails:**
No jewelry is permitted with the exception of small earrings. Any other type of jewelry could be a hazard or a distraction while dancing. Nails should be kept short.

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## Summer Offerings

We strongly encourage all of our dancers over the age of six to continue their training during the summer. We offer multiple programs over the summer, as detailed below. Summer programming will be published on our website annually.

We offer two major programs during the summer:

- Summer Intensives (required for Levels 5 to 7 and included in the annual tuition)
- Summer Camps for ages 3 to 11

## Pointe Work

Pointe work begins at Level 5 and at the approximate age of 12 years old or older. Some students may be held off pointe until the requisite level of technical proficiency has been attained or until a particular growth or developmental phase is complete. This decision cannot be influenced by a parental request. In rare instances, a child may require a podiatry or orthopedic exam before being placed on pointe.

Attendance of at least four ballet classes per week is **required** in order for a student to dance on pointe. **There are no exceptions to this rule.** If a student has a poor attendance record or continually arrives late for classes, they will not be allowed on pointe.

## Dancer Health

New Ballet promotes good nutritional practices. A dancer is advised to consume a balanced diet of protein, carbohydrates, and fresh fruits and vegetables. We encourage families to promote good eating habits and to ask questions or seek consultations with a qualified nutritionist or family physician.
We also recommend reading and following the guidance in the book *The Healthy Dancer - ABT Guidelines for Dancer Health*. This book can be purchased online on the ABT website. New Ballet usually has a few copies on hand if a student or family would like to purchase one from us.

## Current Student Placement and Evaluation

New Ballet implores a comprehensive evaluation process made up of written evaluations completed by teachers twice a year. In the spring, we determine the progress of students and make placement decisions for the next year. For Levels four to 7, we factor in the work of the summer intensives and feedback from our Guest Artist to make the final determination. The artistic staff may request a parent-teacher conference to discuss growth and progress as needed.

## New Student Placement and Evaluation

Class placement for new students is determined at the discretion of the faculty and the school director. Students six-years-old and younger will be placed by age. New students seven-years-old and older must take a placement class prior to signing up for class.

The faculty of New Ballet reserves the right to reevaluate a student's placement at any time based on factors including, but not limited to, performance, attendance and approach. Please contact us for questions regarding new student placement.

# Student Engagement and Holistic Support

## Student Board & Leadership

At New Ballet, we value student voices and make it part of our mission to engage and encourage them. One way we foster and support the development and expression of these voices is our student-run board. The goal of the Student Board is to create and ensure opportunities to develop and consider student voices, cultivate student leaders in an authentic formal organizational setting, and connect with the internal New Ballet community and the broader Memphis community.

Each year, elections for Student Board positions are held in late spring, with a new board elected and announced by the end of the dance season. Students in Levels 5 to 7 are nominated

and voted on by fellow students, with input and approval from staff members. The Student Board is composed of the following positions:

- President
- Vice President
- Communications Director
- Level 5, 6, and 7 Representatives
- At-Large Student Representatives

Each year, elections are held for the Vice President, Communications Director and Representatives, while the previous year's Vice President is appointed as President.

The newly elected Board begins its official work in the fall, but will meet with each other and New Ballet staff during the summer to connect and prepare for the coming season.

The Student Board considers and addresses topics including nutrition, mental wellness, college preparation and leadership. Each term, they are responsible for leading, organizing and marketing one Student Board service event. In the fall semester, the event is decided upon by the Student Board. In the spring semester, they will help organize the MLK Day of Service event. In addition, the Student Board organizes an End of Year Celebration for Levels 6 and 7 to mark the end of the spring season's classes. The Student Board, with support from New Ballet staff, is responsible for making these events a success, typically choosing an organization from the larger Memphis community with whom to partner.

For additional information, please contact our Youth Operations Coordinator, Ollicia Burnside 901-726-9225 ext. 106

## Mentoring

As an element of our focus on Whole Child Development and flourishing at New Ballet, we have implemented a mentoring program that provides opportunities for students to both mentor and be mentored. New Ballet staff and Teaching Artists always act as informal mentors to New Ballet students, but formal mentoring takes one of three forms: One-on-One Mentoring, Peer Mentoring and Small Group Mentoring. In any form, the goal is for mentors and mentees to

collaborate once per week, maintaining flexibility in scheduling to accommodate all involved parties. Any student in third grade and up is eligible to benefit from being a mentee. Mentors and mentees participate on a volunteer basis.

In **One-on-One Mentoring**, we match students with a professional and screened adult for weekly sessions. There is a rigorous screening process for becoming a mentor to ensure safety and quality.

With any additional questions or requests for information, please contact our Youth Operations Coordinator, 901-726-9225 ext. 106

## On-Site Workshops

We provide on-site workshops for students in Levels 5 to 7 and other age-appropriate students in individual-style classes. The topics covered at these workshops can include nutrition, mental wellness, college prep and leadership development. These workshops are a part of New Ballet's prioritization of a holistic approach to child development and support. All students are encouraged to participate.

## Off-Site Workshops

As a community-oriented organization, New Ballet often partners with other youth development organizations to provide New Ballet students with opportunities to participate in special workshops and training. These include BRIDGES USA, Facing History and Ourselves, masterclasses, leadership, and many other topics and organizations. When these opportunities occur, New Ballet may facilitate transportation if necessary and when possible.

We encourage New Ballet students to see and experience live dance whenever possible. When opportunities to do so are presented throughout the city, New Ballet may be able to provide tickets.

When we organize these opportunities, we expect students to make every effort to attend and make their participation a priority.

## Educational Resource Center

The Education Resource Center is a space on the upper mezzanine floor of the New Ballet facility that is available to all students. As an additional element of our whole child development approach, the ERC is intended to offer a space to be used by New Ballet students as a place to study, receive tutoring, complete online schoolwork, read or draw. Interacting with other students in the ERC is encouraged but should not be distracting to those students who are trying to get work done.

A schedule of hours for the ERC will be posted each semester. Students in need of academic assistance and/or mentoring can reach out via email ollicia.burnside@newballet.org. One wall doubles as a dry erase board and may be used to draw on or as a tool to do homework, such as writing out math problems. The computers in the ERC must be used for educational or work purposes or, for older students, as a resource to work on scholarship or college applications. **They are equipped with filters and blockers to ensure student safety.** We highly encourage students to make use of the ERC during hours of operation.

## Tutoring

As a part of our Whole Child Development orientation to programming, New Ballet offers academic assistance to any enrolled student in need of support. Tutors are volunteers and are screened for safety and quality purposes. Students may enroll for tutoring each semester and will be given a weekly appointment time to accommodate both the tutor and students schedule. For additional information, please contact our Youth Operations Coordinator,

901- 726-9225 ext. 106 | ollicia.burnside@newballet.org

# Performance and Production Information

## Performance Opportunities

New Ballet works to maintain a standard of professional quality in all of our productions. Students will rehearse and prepare for a professional and public performance.

New Ballet presents three mainstage productions each year: NutRemix™, *Springloaded* and Family Night. More information about these performances, specifically, can be found below.

***NutRemix™*** is a modern reinvention of Tchaikovsky's classic *Nutcracker* that features a stunning array of music and dance styles - from ballet to breakdancing and flamenco to Memphis Jookin!
*Date: November*

**Springloaded:** Springloaded is our annual Spring performance, taking place at the end of Spring semester with a new theme and format each year.
*Date: April*

**Family Night:** This is a casual and fun outdoor event for our students, families, and friends as we close out our season of classes and celebrate our students. Attendees may bring lawn chairs and/or blankets to sit on, and either bring food or purchase it from the on-site food trucks.
*Date: May*

**Additional Opportunities:**

**Building Brighter Futures Luncheon:** This is an annual fundraising event during which upper-level dancers may perform.
*Date: Early April*

**Community Performances:**
Occasionally, we participate in additional performances within the community. Each opportunity is evaluated based on its alignment with our mission. When we accept these opportunities, we add them to the calendar and provide advance notice.

## Performance Expectations

New Ballet always strives for professional standards in performance. The following are the guidelines for rehearsal and performance:

- Casting is determined by the New Ballet professional faculty. **Decisions are not up for discussion or negotiation.** Students may or may not be in the same piece as their classmates.
- **Performing students are expected to attend all rehearsals.** Rehearsals will be posted on the website and updated as necessary.
- Rehearsals frequently fall on Saturday afternoons and, close to performances, may occur on Sundays. **If students miss two or more rehearsals, they may be removed from the piece.**
- Dancers are expected to abide by the classroom and general expectations detailed above.
- All dancers are expected to respect their costumes and to replace them on hangers after each use. At no time should students eat or drink in costumes, sit in costumes, or place their hands on the waist of a costume while waiting for a performance. **Any abuse of costumes could result in paying the cost of cleaning.**
- Props may be a part of many productions. Dancers must care for the props and follow the production guidelines for acquiring, using and returning them in the condition in which they were received.
- Makeup guidelines will be provided before performances and must be followed.
- **Do not bring valuables to the theater.** New Ballet takes no responsibility for lost or stolen items.

## *NutRemix™* Resource Guide

Our biggest production of the year is our fall production of *NutRemix™*. The production has grown over the years. In 2026 we will be presenting at Germantown Performing Arts Center (GPAC) November 20th-22nd. We will spend an entire week (Production Week) at GPAC preparing for three public performances and two school shows. We have developed the NutRemix™ Resource Guide for our dancers and their families to learn more about what happens during the Production Week. We update this guide annually.

## Privacy Policy

## Disclosure of Personal Information

New Ballet Ensemble & School is committed to keeping your personal information strictly confidential. When New Ballet collects your personal information, i.e. name, address, e-mail and telephone number, it is in an effort to improve your experience and to notify you about program updates and services and answer inquiries. New Ballet does not sell or rent your personal information to third parties. From time to time, New Ballet will share aggregated (collective) information about participants as a group or generate aggregate reports and market research for funding/community partners. These reports will not identify individual members.

### Cookies

New Ballet's website uses cookies to personalize and improve your registration and browsing experience. These cookies do not contain any confidential or personal information. They allow our staff to enhance your online experience.

### Security

New Ballet uses industry-standard methods to protect your information from unauthorized access. Among other techniques, personal information is stored on a computer behind a firewall in a secure location, and access to such data is restricted to select New Ballet employees. To ensure the security of your personal information, including your credit card number, New Ballet uses Secure Socket Layer technology. SSL protects information as it crosses from one secure site to another. Any data stored is kept in a secure off-site location and stored in a password-protected server. Please be aware, of course, that there is no such thing as perfect security – on or off the internet.

Please keep security in mind as you reach other websites through links from New Ballet Ensemble & School. Each separate company has its own privacy policies and practices and may market to you accordingly. Although New Ballet chooses business partners carefully, our staff can make no representations concerning privacy and security on those sites.

### Adherence to U.S. Federal Law

The New Ballet Ensemble & School website is hosted in the United States of America and is subject to U.S. state and federal law. If you are accessing the New Ballet website from other

jurisdictions, please be advised that you are transferring your personal information to the United States, and by using the New Ballet website, you consent to that transfer and use of your personal information in accordance with this Privacy Policy. You also agree to abide by the applicable laws of applicable states and U.S. federal law concerning your use of the website and your agreements with us. Any person accessing the New Ballet website from any jurisdiction with laws or regulations governing the use of the Internet, including personal data collection, use, and disclosure different from those of the jurisdictions mentioned above may only use the New Ballet website in a manner lawful in their jurisdiction. If your use of the website would be unlawful in your jurisdiction, please do not use the website.

**Changes in Policy**

If you have any concerns or questions with respect to New Ballet's Privacy Policy, please feel free to contact us by phone at 901-726-9225 or by letter at 2157 York Ave, Memphis, TN 38112, Attn: Front Desk. By using this site, you are agreeing to the conditions of this Privacy Policy. DO NOT USE THIS SITE IF YOU DO NOT AGREE WITH THIS PRIVACY POLICY. If New Ballet decides to change our Privacy Policy in whole or in part, it will be posted on the site. Please check this page periodically for changes.

## Data Collection

New Ballet collects information on students and complies with all rules and regulations of the Family Educational Rights and Privacy Act. Your personal information is not sold or rented to third parties. From time to time, New Ballet will share aggregated (collective) information about participants as a group or generate aggregate reports and market research for funding/community partners. These reports will not identify individual members.

## Student Data Tracking

In the interest of offering the best possible support and opportunities for our students, we value student feedback on our programs. In turn, following these provided workshops (and sometimes preceding them), we ask students to complete survey-form evaluations so that we can maintain and improve our workshop offerings. This collected student data is for internal use only.

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