



THE STAGE & SCREEN DESIGNS ACADEMY

Qodi Armstrong · Founder & CEO · Primetime Emmy Award Nominated

Stage & Screen Designs Academy Pledge

- ◆ We will approach every performer with preparation, respect, patience, skill, and curiosity—not assumption.
- ◆ We will protect the story without compromising the person.
- ◆ We will ask before touching.
- ◆ We will plan before changing.
- ◆ We will explain before applying.
- ◆ We will listen before deciding.
- ◆ We will respect current hair, signature style, texture, cultural practice, religious practice, gender expression, privacy, personal routine, comfort, and boundaries.
- ◆ We will use the least-stressful effective approved method.
- ◆ We will protect moisture, scalp comfort, hairline, edges, temples, crown, behind-ear areas, nape, and recovery.
- ◆ We will not normalize pain, tension, rough handling, forced alteration, rushed removal, unnecessary exposure, or work outside verified competence.
- ◆ We will use factual language. We will not reduce a performer to a stereotype, a problem, a reference image, or a department shortcut.
- ◆ We will prepare the time, tools, qualified support, testing, privacy, continuity, recovery, and alternatives the work requires.
- ◆ We will lead with a warm tone, a clear boundary, and a specific next step.
- ◆ We will seek qualified support and escalate responsibly when a request exceeds our training, authorization, resources, or approved process.

We protect the story. We protect the performer.

We leave no one out.

— Qodi Armstrong, Founder & CEO