

# ANTI-DISCRIMINATION AND HARASSMENT POLICY

At Queens in Kicks, we are committed to providing a safe, inclusive, and respectful environment for all dancers, instructors, staff, and visitors. We believe in the inherent dignity and worth of every individual and uphold the principles of equality, diversity, and mutual respect. Discrimination, harassment, and any form of inappropriate behavior are not tolerated and contradict the values of our company.

## **1. Non-Discrimination:**

Queens in Kicks does not discriminate on the basis of gender, race, ethnicity, nationality, religion, sexual orientation, age, disability, marital status, or any other protected characteristic under applicable laws. All individuals are treated with fairness, dignity, and respect, and have equal opportunities to participate in our programs and activities.

## **2. Harassment Prohibition:**

Harassment in any form, including but not limited to verbal, physical, visual, or digital harassment, is strictly prohibited. This includes unwelcome comments, gestures, jokes, advances, or any other behavior that creates an intimidating, hostile, or offensive environment. Harassment may occur between dancers, instructors, staff members, or anyone else associated with [Your Dance Company].

## **3. Reporting Procedure:**

Any individual who experiences or witnesses discrimination or harassment is encouraged to report it promptly to a trusted instructor, staff member, or designated point of contact. Reports can be made verbally or in writing, and confidentiality will be respected to the fullest extent possible. Reports will be taken seriously and investigated promptly and impartially.

## **4. Investigation and Resolution:**

Upon receiving a report of discrimination or harassment, Queens in Kicks LTD will conduct a thorough investigation to determine the facts and take appropriate action. This may include disciplinary measures up to and including termination of employment or expulsion from the company, depending on the severity of the offense. The complainant and any witnesses will be treated with respect and provided with support throughout the process.



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## **5. Retaliation Prohibition:**

Retaliation against individuals who report discrimination or harassment, participate in investigations, or oppose discriminatory practices is strictly prohibited and will not be tolerated. Queens in Kicks is committed to protecting individuals from retaliation and ensuring a safe environment for all.

## **6. Training and Education:**

Queens in Kicks provides regular training and education to dancers, instructors, and staff on topics related to diversity, inclusion, discrimination, and harassment prevention. We are dedicated to promoting awareness and understanding of these issues to foster a culture of respect and accountability.

## **7. Compliance:**

All dancers, instructors, and staff members are expected to comply with this Anti-Discrimination and Harassment Policy and contribute to maintaining a positive and inclusive atmosphere at [Your Dance Company]. Failure to adhere to this policy may result in disciplinary action, up to and including dismissal or termination of employment.

This Anti-Discrimination and Harassment Policy reflects Queens in Kicks' commitment to creating a safe, supportive, and empowering environment where everyone can pursue their passion for dance free from discrimination, harassment, or fear.

