

# Equal Opportunities Policy

## STATEMENT

EnhanceDance is committed to fostering an inclusive environment where everyone is given equal opportunities, and treated with respect and dignity. EnhanceDance and individual leaders are vigilant in ensuring that we value diversity and do not discriminate on any grounds.

## POLICY

- It is our policy to treat all employees, volunteers, dancers/students/participants, parents and members of the public equally and fairly regardless of their age, race, ethnicity, religion or beliefs, socio-economic status, gender, sexual orientation, marital status, physical ability or disability, or learning ability.
- We will appreciate the diversity of each individual and ensure that all who are involved in the dance session (class/rehearsal/performance, workshop/course) are able to participate to their full potential and without disadvantage.
- We are committed to creating a safe and inclusive working and practice environment that is free from any discrimination and in which all participants feel respected and valued.
- We will ensure that no participant experiences any racism, harassment or bullying during the dance sessions of which we are in charge.
- We will take positive action to counteract, report and address any racism, discrimination or harassment that occurs during a dance session.
- EnhanceDance and individual leaders will acknowledge their position and take responsibility for reflecting upon and seeking ways to continually deepen our understanding of the inequities and challenges faced by racialized and marginalized groups so that we contribute to abolishing all forms of discrimination.

## ISSUE & REVIEW

This policy was issued May 2018.

It is reviewed regularly and amended as necessary.

It was last updated July 2020.

\*Adapted from Quin, Rafferty & Tomlinson, 2015, *Safe dance practice*.

EnhanceDance primarily operates from the traditional territory of the Mississaugas of Scugog Island First Nation.