

GOOD Dance Company

Harassment, Discrimination, & Bullying Policy

I. POLICY BRIEF AND PURPOSE

- A. Our anti-harassment policy expresses our commitment to maintain an environment that's free of harassment, so our members can feel safe and happy. We will not tolerate anyone intimidating, humiliating or sabotaging others in our rehearsal space. We also prohibit wilful discrimination based on [*age, sexual orientation, ethnicity, racial, religion or disability.*]

II. SCOPE

- A. The contents of this code of conduct apply to our interactions within the dance community, including but not limited to: rehearsal spaces; off-site activities and events; public performances and competitions; electronic communication (i.e. e-mail, Slack, social media, etc.) and in other instances where members represent *GOOD Dance Company (The G.O.O.D Project, Homegrown, Goodies, Board Members, and Alumni)*.

III. POLICY ELEMENTS

A. What is the definition of harassment in our space?

1. Harassment includes but is not limited to: bullying, intimidation, direct insults, malicious gossip and victimization. Some instances that we consider harassment are:
 - a) [*Sabotaging someone's work on purpose.*]
 - b) [*Engaging in frequent or unwanted advances of any nature.*]
 - c) [*Commenting derogatorily on a person's ethnic heritage or religious beliefs.*]
 - d) [*Starting or spreading rumors about a person's personal life.*]
 - e) [*Ridiculing someone in front of others or singling them out to perform tasks against their will.*]
2. Sexual harassment is illegal and we will seriously investigate relevant reports. If a member is found guilty of sexual harassment, our designated team will consider all options and give proper repercussions. Our Disciplinary Consequences are listed below.

B. How to address harassment

1. If you're being harassed, whether by a colleague, leader, alumni, or outside affiliate, you can choose to talk to any of these people:
 - a) Offenders. If you suspect that an offender doesn't realize they are guilty of harassment, you could talk to them directly in an effort to resolve the issue. This tactic is appropriate for cases of minor harassment (e.g. inappropriate jokes between colleagues).
 - b) Your leader/board member. If members and affiliates are involved in your claim, you may reach out to your leader/board member. Your leader/board member will assess your situation and help plan the best course of action.

IV. DISCIPLINARY CONSEQUENCES

- A. Punishment for harassment depends on the degree of the offense and may include counseling, reprimands, suspensions or termination. The degree of the case will be evaluated by the designated team based on the form of harassment and intent.
 1. First Degree
 - a) A verbal warning will be given and the individual will be required to finish their respective training prior to returning to rehearsal.
 2. Second Degree
 - a) Individuals will be prohibited from attending GOOD Organization rehearsals, performances, and events for a minimum of 1 month up to 12 months and will be required to finish their respective training prior to returning to the organization.
 3. Termination
 - a) Individuals will be terminated from The GOOD Organization.

V. SEXUAL HARASSMENT

A. What is sexual harassment?

1. Sexual harassment has many forms of variable seriousness. A person sexually harasses someone when they:
 - a) Insinuate, propose or demand sexual favors of any kind.
 - b) Invade another person's personal space (e.g. inappropriate touching.)
 - c) Stalk, intimidate, coerce or threaten another person to get them to engage in sexual acts.
 - d) Send or display sexually explicit objects or messages.

- e) Comment on someone's looks, dress, sexuality or gender in a derogatory or objectifying manner or a manner that makes them uncomfortable.
 - f) Make obscene comments, jokes or gestures that humiliate or offend someone.
 - g) Pursue or flirt with another person persistently without the other person's willing participation. Also, flirting with someone at an inappropriate time (e.g. during rehearsal or events) is considered sexual harassment, even when these advances would have been welcome in a different setting. This is because such actions can harm a person's professional reputation and expose them to further harassment.
2. The most extreme form of sexual harassment is sexual assault. This is a serious crime and our organization will support members who want to press charges against offenders.

B. How to report sexual harassment

- 1. If you are being sexually harassed (or suspect another person is being harassed), please report it to a board member or refer to our provided resources on our website. In serious cases like sexual assault, please call the police. We acknowledge it's often hard to come forward about these issues, but we need your help to build a fair and safe rehearsal space for you and your team members.
- 2. If you report assault to the police, our organization will provide any possible support until the matter is resolved. In any case, we will ensure you are not victimized and that you have access to relevant evidence admissible in court, like security video footage or emails (without revealing confidential information about other members.)

C. Inadvertent Harassment

- 1. Sometimes, people who harass others do not realize that their behavior is wrong. We understand this is possible, but that doesn't make the perpetrator any less responsible for their actions.
- 2. If you suspect that someone doesn't realize their behavior is sexual harassment under the definition of this policy, if comfortable, let them know and ask them to stop. Please do not use this approach when:
 - a. Your leadership is the perpetrator.
 - b. Sexual harassment goes beyond the boundaries of off-hand comments, flirting or jokes.

D. Helping Harassment Victims

1. Apart from investigating claims and punishing perpetrators, we want to support the victims of sexual harassment. If you experience trauma, stress or other symptoms because of harassment, consider:
 - a) [*Taking a few days off to restore your mental health.*]
 - b) [*Receiving resources from our mental health professionals.*]
2. Your membership and benefits will not be jeopardized or altered if you choose any of those options or other means to recover.

E. We Are Here For You

1. Sexual harassment can exhaust those who endure it. Speaking up about this issue is often tough for fear of not being heard and/or upsetting others.
2. Please don't let these fears deter you. Our organization will do everything possible to stop sexual harassment and any other kind of harassment from happening, while supporting harassed members. We need to know what's going on so we can act on it. And by raising your voice on this issue, you help our organization create a happy rehearsal space and thrive.