

## **Anti-Bullying Policy for Strathroy Dance Studio**

At Strathroy Dance Studio, we are committed to providing a safe and respectful environment for all students, teachers, staff, and visitors. Bullying of any kind is not tolerated as it undermines the supportive atmosphere we strive to maintain. This policy outlines our approach to preventing and addressing bullying incidents within our dance studio community.

**Definition of Bullying:** Bullying is defined as any deliberate, hurtful behavior, repeated over time, that involves an imbalance of power. This includes, but is not limited to:

- Physical bullying (hitting, pushing, stealing, etc.)
- Verbal bullying (name-calling, teasing, inappropriate comments, etc.)
- Social bullying (exclusion, spreading rumors, manipulating friendships, etc.)
- Cyberbullying (using digital platforms to intimidate, harass, or embarrass)

### **Responsibilities:**

#### **1. Students:**

- Treat others with respect and kindness.
- Refrain from engaging in any form of bullying behavior.
- Report incidents of bullying to a teacher, staff member, or parent/guardian.

#### **2. Teachers and Executives:**

- Monitor student interactions and behavior during classes, rehearsals, and other studio activities.
- Take all reports of bullying seriously and investigate promptly and thoroughly.
- Intervene immediately to stop any bullying behavior observed or reported.
- Maintain confidentiality and provide support to students involved in bullying incidents.
- Implement appropriate consequences for students engaging in bullying behavior, in accordance with studio policies.

#### **3. Parents/Guardians:**

- Encourage open communication with their child regarding their experiences at the dance studio.
- Support the studio's anti-bullying policies and procedures.
- Report any concerns regarding bullying to studio executives
- In our commitment to fostering a supportive environment, we encourage parents to speak positively and respectfully about all students, staff, and executives promoting kindness and empathy as integral values in our dance community.

#### **4. Studio Executive:**

- Ensure that all teachers, staff, students, and parents/guardians are aware of and understand the anti-bullying policy.
- Review and update the policy as necessary to ensure effectiveness.
- Take appropriate disciplinary action against any student or staff member found to have engaged in bullying behavior, up to and including dismissal from the studio.

**Procedures:**

**1. Reporting:**

- Students who experience or witness bullying should report the incident to a teacher, staff member, or parent/guardian immediately.
- Reports can be made in person or in writing, and confidentiality will be maintained to the extent possible.

**2. Investigation:**

- Upon receiving a report of bullying, the studio will conduct a thorough investigation.
- This may involve speaking with all parties involved, as well as any witnesses, to gather information.
- The investigation will be handled discreetly and with sensitivity to the privacy of all individuals involved.

**3. Consequences:**

- If bullying is substantiated through the investigation, appropriate disciplinary actions will be taken.
- Consequences may include warnings, probation, suspension from classes, or dismissal from the studio, depending on the severity and frequency of the behavior.

**4. Support and Follow-Up:**

- The studio will provide support to the victim of bullying as well as to the individuals involved in the incident.
- Follow-up meetings may be scheduled with students, parents/guardians, and staff to monitor progress and ensure that the bullying has ceased.

**Conclusion:**

By adhering to this anti-bullying policy, we aim to foster a positive and inclusive environment where all individuals feel safe, respected, and valued. We encourage open communication and collaboration among students, parents/guardians, teachers, and staff to uphold these principles and prevent bullying within our dance studio community.

**Effective Date:** [Date]

**Student Signature** \_\_\_\_\_

**Parent Signature** \_\_\_\_\_

This policy will be reviewed periodically to ensure its effectiveness and relevance to current practices and challenges.