

## Non-Discrimination Policy for Rockit Performing Arts

Rockit Performing Arts is committed to providing an inclusive, welcoming, and safe environment for all participants, regardless of their background or personal characteristics. We strive to foster a community where diversity is celebrated, and everyone is treated with dignity and respect.

### Scope

This policy applies to all students, instructors, staff members, volunteers, and visitors involved in any activities or programs associated with Rockit Performing Arts.

### Policy Statement

Rockit Performing Arts strictly prohibits discrimination in any form. We do not tolerate unfair treatment, exclusion, or harassment based on any of the following characteristics:

- Age
- Disability
- Gender identity or expression
- Marital or relationship status
- Pregnancy
- Race, colour, nationality, or ethnic origin
- Religious belief or activity
- Sex
- Sexual orientation
- Caring responsibilities
- Association with a child
- Any other attribute protected by applicable laws

### Prohibited Conduct

Discriminatory conduct includes, but is not limited to:

- Using derogatory language or making offensive jokes
- Displaying discriminatory materials
- Harassment or bullying based on protected characteristics

### Responsibilities

All members of the Rockit Performing Arts community are responsible for:

- Treating others with respect and dignity
- Refraining from discriminatory behaviour
- Reporting any incidents of discrimination they witness or experience

### Reporting and Complaints

Any person who experiences or witnesses discrimination should report it immediately to the Director. All complaints will be taken seriously and investigated promptly and confidentially.

### Consequences

Violations of this policy may result in disciplinary action, up to and including:

- Verbal or written warnings
- Suspension from classes or activities
- Termination of employment (for staff and instructors)

- Expulsion from the studio (for students and families)

### **Commitment to Inclusivity**

Rockit Performing Arts is dedicated to creating an environment where dancers of all ages and abilities can thrive. We will:

- Provide reasonable accommodations for participants with disabilities
- Offer classes and programs suitable for various age groups and skill levels
- Regularly review and update our practices to ensure inclusivity

### **Legal Compliance**

This policy adheres to the Equal Opportunity Act 1984 (SA) and other relevant South Australian and federal anti-discrimination laws.

By participating in activities at Rockit Performing Arts, all individuals agree to abide by this Non-Discrimination Policy.

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