



Anti Bullying Policy

Policy Statement: A Step Above School of Dance will not tolerate behavior that infringes on the safety of any student. A student shall not intimidate, harass, or bully another student through words or actions. Such behavior includes: threatening or demeaning behavior that is conveyed through physical, verbal, technological or emotional means, is reasonably perceived as being dehumanizing, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress. All steps will be taken to first address the incident and restore the relationship of the involved students. Students who bully are in violation of this policy and are subject to disciplinary action up to and including termination of enrollment.

A Step Above School of Dance (ASA) provides classes for students of all levels, but more importantly we strive to offer these classes in a positive, nurturing, and encouraging environment. Our classes provide opportunities for students to build confidence, strengthen their skills, and to reach their individual dance and performance goals. For this reason, we will not tolerate bullying.

Bullying can be:

- **Emotional** – being intentionally unfriendly, excluding, and tormenting (e.g. hiding belongings, threatening gestures).
- **Physical** – pushing, kicking, hitting, punching or any use of violence.
- **Racist** – racial taunts, graffiti, gestures.
- **Sexual** – unwanted physical contact or sexually explicit and/or abusive comments.
- **Homophobic** – because of, or focusing on, the issue of sexuality.
- **Verbal** – name calling, sarcasm, spreading rumors, teasing.
- **Disability** – because of, or focusing on, a disability.
- **Cyber** – using electronic means such as social websites, cell phones, text messages, photographs or e-mail to cause pain, humiliation and/or distress to a victim.
- **Religious/Cultural** – religious or cultural intolerance of any sort.

ASA accepts that as well as students bullying students, instructors can be bullies, or the victims of bullying, as can parents. ASA sees all incidents of bullying as unacceptable, and all known incidents are addressed with equal importance.

Violations of our Anti-Bullying policy may lead to being removed for the remainder of class time up to termination of enrollment for egregious violations. We realize that every situation reported may require a unique follow-up.

Please report all incidents of bullying you experience or witness to the office staff immediately.