



A Safe Space Policy

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Dance Horizons: A Safe Space Policy

Dance Horizons operates under a Safe Space Policy which covers all our projects and events. The aim of this policy is to create an environment in which all participants, staff and visitors to our events feel welcome, respected, and able to fully experience our events and activities. It sets out our collective commitment to the principles of liberation, equality, diversity, and inclusion which we strive to place at the heart of everything we do.

We are aware that certain social structures may serve to disadvantage particular groups (including but not limited to people of colour, women, the LGBT community, and disabled people) and therefore this policy aims to redress that imbalance by actively challenging oppressive and discriminatory behaviour.

It is also important to note that this policy exists within a legal framework that includes the *Equality Act (2010)* and *Hate Crime legislation* by the UK and Scottish Governments.

A Zero Tolerance Approach:

To ensure this environment is maintained we operate a Zero Tolerance policy to the following behaviours towards participants, professionals, and staff, as well as anyone attending our events:

- **Harassment**, defined as any behaviour which is directed at an individual or group which is non-consensual. This includes sexual harassment such as cat-calling, stalking, and groping or other physical contact.
- **Abuse**, covering both verbal and physical abuse, including sexual assault, which results in an individual or group feel intimidated or unsafe.
- **Discrimination**, including verbal and physical expressions of discrimination, based on any of the following characteristics:
 - Age
 - Class
 - Disability and Mental Illness
 - Gender
 - HIV/AIDS Status
 - Marriage and Civil Partnership
 - Nationality and Country of Citizenship
 - Political Affiliation
 - Pregnancy and Maternity
 - Race and Ethnicity
 - Religion and Belief
 - Sex Worker Status
 - Sexuality

- Trans Status

• **Violence**, defined as any act of physical intimidation or aggression, including threats of violence.

Our Safe Space Commitments

All participants, artists, members of staff and visitors to our events are accountable for their own conduct and should refrain from any of the behaviours listed above. We would also encourage everyone to make the following commitments:

- Be aware of those around us
- Be respectful of each other's physical and emotional boundaries
- Communicate in a positive and respectful manner
- Listen to each other
- Not make assumptions about another person's gender, preferred pronouns, sexuality, disability, ethnic identity, or life experiences
- Communicate respectfully, even when challenged on our behaviour

Your Input

We welcome and encourage input from the communities we serve on the continuing development of our Safe Space Policy. It will continue to evolve and grow. If you have further suggestions, please send these to us at dancehorizons@outlook.com

Incidents Relating to the Policy

We actively encourage the reporting of incidents that constitute a breach of the Safe Space Policy. It is the collective responsibility of all to uphold good conduct and challenge others' unacceptable behaviour. If you experience or witness an incident which you believe is in breach of the Safe Space Policy, you can report it either:

At the time, to a member of our team, alternatively ***at a later date*** by emailing dancehorizons@outlook.com

The Safe Space Procedure is confidential and impartial. Incidents will be handled on a case-by-case basis. All incidents will be treated confidentially, respectfully and will be taken seriously. If an individual is found to have breached the Safe Space Policy, they may face one or more of the following actions, at the discretion of the Chief Executive and Manager.

- Verbal Warning
- Request for an Acknowledgement of Wrongdoing and Apology
- Removal from Venue
- Dance Base staff disciplinary procedures

Incidents may also be referred for investigation by Dance Horizons. Complaints should be logged via dancehorizons@outlook.com

Further Guidelines

This is a set of guidelines that apply to every event or activity organised by Dance Horizons and to general conduct within our day to day operations:

- Dance is an art form and art can benefit from constructive discussion and criticism. As an organisation we encourage constructive contributions and comments, but we should never become disruptive or rude towards others. Hostile / aggressive comments can discourage others from voicing their opinions. Ensure everyone has a chance to willingly participate.

Discrimination of any kind is unacceptable and will be challenged. This includes, but is not limited to: racism, ageism, homophobia, biphobia, acephobia, transphobia, sexism, body-shaming, slut-shaming or ableism. Similarly, prejudice based on ethnicity, nationality, class, gender identity, gender presentation, language, ability, asylum status, political or religious affiliation will not be tolerated. Direct or indirect personal attacks are strictly not permitted; it is important that everyone can feel equally comfortable.

Everyone has the right to their own ideas, beliefs, and opinions. All participants, artists and staff have the right to express these with equal respect and consideration for others. Saying you do not agree and why can be done in a polite and respectful way without causing offence.

- While everybody's views are important and discussion is widely encouraged, we would like everyone to be aware that differing experiences may give some people a deeper understanding of some issues than other people. We encourage everyone to take others' perspectives into account when discussing controversial topics and to acknowledge that structural inequalities in our society can affect the way that an individual experiences the world.

- If you wish to draw attention to an area where someone may have acted/spoken in a manner that does not conform to these guidelines then this must be done in a constructive way that is conducive to our operations. This must not be done in a dismissive or derogatory way. Drawing attention to the fact that an individual may be approaching a topic with some biases is acceptable if it is accompanied by an explanation. We understand that this may be difficult, so if you do not feel able to do this in a neutral manner, please contact dancehoirzons@outlook.com

This policy is reviewed on an annual basis and is available on request from Dance Horizons Limited.