

Aliso Niguel Dance Team Non-Discrimination Policy

The Aliso Niguel Dance Team is committed to fostering an inclusive, respectful, and equitable environment for all members, staff, volunteers, and participants in our programs and activities. We firmly believe that diversity strengthens our team and enriches our community.

1. **Equal Opportunity:** The Aliso Niguel Dance Team provides equal opportunities for participation, membership, leadership, and employment regardless of race, color, religion, national origin, ancestry, sex, gender, gender identity, gender expression, sexual orientation, age, disability, genetic information, marital status, or any other characteristic protected by applicable law.
2. **Prohibited Conduct:** Discrimination, harassment, or bullying of any kind is strictly prohibited. This includes, but is not limited to, verbal, physical, or visual conduct that creates an intimidating, offensive, or hostile environment.
3. **Inclusive Practices:** We are committed to implementing inclusive practices in all aspects of our operations, including recruitment, auditions, team selection, performance opportunities, and leadership roles.
4. **Accommodations:** Reasonable accommodations will be made for qualified individuals with disabilities to ensure equal access to our programs and activities.
5. **Reporting and Resolution:** Any individual who believes they have experienced or witnessed discrimination should report the incident to the team's leadership or designated contact person. All reports will be treated confidentially and investigated promptly and thoroughly.
6. **Education and Training:** We are committed to providing ongoing education and training to all team members, staff, and volunteers on diversity, equity, and inclusion.
7. **Consequences:** Violations of this policy may result in disciplinary action, up to and including dismissal from the team or termination of employment.
8. **Policy Review:** This non-discrimination policy will be reviewed annually to ensure its effectiveness and compliance with current laws and best practices.

By participating in the Aliso Niguel Dance Team's activities, all members, staff, volunteers, and participants agree to abide by this non-discrimination policy.

Last updated: 10/14/2024

