



Harassment Policy

Statement of Policy. St. Petersburg Ballet Conservatory (the “Conservatory”) seeks to promote an environment where all dancers, teachers and volunteers are treated with the utmost respect. The Conservatory will not tolerate verbal or physical conduct by any student, staff member, volunteer or other person that harasses, disrupts, or interferes with any dancer or that creates an intimidating, offensive, or hostile environment. Harassment based on race, national origin, disability, pregnancy, age, or sex will not be tolerated.

Sexual Harassment. Dancers, staff members and volunteers are prohibited from threatening or insinuating, either explicitly or implicitly, that another’s willingness or refusal to submit to sexual advances will affect the dancer’s standing in the Conservatory. Sexual harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, is personally offensive, debilitates morale, and that interferes that creates a hostile environment. Sexual harassment includes gender-based harassment of a person of the same sex as the harasser. Sexual harassment includes but is not limited to:

- a. Unwanted physical contact or conduct of any kind, including sexual flirtations, touching, advances, or propositions;
- b. Verbal harassment of a sexual nature, such as lewd comments, sexual jokes or references, and offensive personal references;
- c. Demeaning, insulting, intimidating, or sexually suggestive comments about an individual;
- d. Display of demeaning, insulting, intimidating, or sexually suggestive objects, pictures, or photographs;
- e. Demeaning, insulting, intimidating, or sexually suggestive written, recorded, or electronically transmitted messages.

Any of the above conduct or other offensive conduct directed at individuals because of their race, sex, national origin, disability, pregnancy, or age is also prohibited.

Reporting Harassment. Any dancer, staff member or volunteer who experiences or witnesses harassment of any form in the workplace must report it immediately to the Executive Director. If someone in leadership is the alleged harassing party, a dancer, staff member or volunteer may report the harassment to the board of directors. Any supervisor or Conservatory leadership-level staff member who witnesses sexual or other type of harassment or learns of an allegation of harassment and does not report it to Human Resources (or if someone in Human Resources is the alleged harasser, to the Conservatory leadership), is subject to disciplinary action, up to and including termination of service. All allegations of harassment will be promptly investigated as impartially and confidentially as possible. A timely resolution of each complaint will be communicated to the parties



involved. Harassment is prohibited by law and will result in disciplinary action, up to and including dismissal from the Conservatory and potential legal action.

Prohibition on Retaliation; False Complaints. The Conservatory will permit no retaliation against anyone who brings a bona fide complaint of sexual harassment or who provides true information as a witness in the investigation of a complaint of harassment. However, an individual who makes a false complaint or provides false information to an investigator will be subject to disciplinary action, up to and including termination from the program.

I confirm that I have read, understood and agreed to the above harassment policy to be involved in the programs at the St. Petersburg Ballet Conservatory.

Student or Parent/Guardian Name

Date

Student or Parent/Guardian Signature