



TDA/Poise Bullying Policy

The Dance Academy is committed to treat our students with care, train with excellence, and create a safe, positive, and productive environment for all dancers. Behaviors by dancers or dance parents that create a negative environment, or cause dancers OR instructors/TDA Staff to feel upset, unsafe and/or hurt can be classified as “bullying.”

Bullying of any kind at TDA, in any TDA dance classes, Poise Dance Co. classes, rehearsals, or competition events will not be tolerated.

Bullying Definitions:

- “Any act that intends to do harm, continued repeatedly within a relationship...” – (dancespirit.com)
- “Bullying is unwanted, aggressive behavior among school-aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.” - (stopbullying.gov)

Types of Bullying

1. Verbal bullying is saying or writing mean things. Verbal bullying includes:
 - Teasing/taunting
 - Name-calling
 - Inappropriate comments
 - Threatening to cause harm
2. Social bullying, sometimes referred to as relational bullying, involves hurting someone’s reputation or relationships. Social bullying includes:
 - Leaving someone out on purpose (whispering in groups)
 - Telling other children not to be friends with someone
 - Spreading rumors about someone
 - Embarrassing someone in public
3. Physical bullying involves hurting a person’s body or possessions. Physical bullying includes:
 - Hitting/kicking/pinching/spitting
 - Tripping/pushing
 - Taking or breaking someone’s things
 - Making mean or rude hand gestures

-stopbullying.gov

Are You a Bully?

You may not realize how your behavior affects other people. You could be part of the bullying problem if:

- You focus on other dancers—in a negative way. This can include whispering, rolling your eyes or laughing at someone else's expense.
- You leave certain people out of group activities. Whether you're dividing into groups in choreography class or planning social time outside the studio, intentionally making people feel unwelcome or unwanted is bullying behavior.
- You think you're better than other people. Even if you don't express those thoughts verbally, feeling superior to someone else because of race, class, sexuality, appearance or even dance technique can lead you to behave poorly toward that person. Don't dismiss someone because she's different from you.

❖ Whenever you're in doubt about your behavior, defer to the Golden Rule: Ask yourself, "Would I want someone to do this to me?"

If the answer is "No!", don't do it to anyone else.

Bullying at TDA

If a student is observed to be engaging in behavior that the Instructor/Director/Office believes to be bullying, the following actions will be taken:

- 1st Offense: The student will be taken aside and be warned about the behavior.
- 2nd Offense: The student will be removed from class and the student's parent, or guardian will be contacted to notify them of the student's behavior. A meeting with instructors and program director may also be scheduled.
- 3rd Offense: The student will be removed from the studio and will not be permitted to return for the remainder of the dance year or participate in any performance.

*No refunds will be given at the point a dancer is removed from the studio

What can you do if you feel you are being bullied?

- Report the behavior to an instructor, parent, or trusted adult immediately.