

Lake Dance Steps **ANTI-BULLYING POLICY**

At Lake Dance Steps we aim to nurture dancers of all abilities in a dedicated and caring environment where fairness, understanding, success and discipline is pursued, while building our dancers to be the best versions of themselves, benefiting them in all aspects of life.

Bullying can seriously damage a young person's confidence and sense of self-worth. It can lead to serious and prolonged emotional damage for an individual. This policy outlines our approach to preventing and responding to bullying incidents.

Definition of Bullying:

Bullying is any intentional and repeated behavior that causes harm, distress, or fear to an individual or group. This behavior may include physical, verbal, or emotional abuse, exclusion, or manipulation.

Parents, please make sure your child understands these words and their meanings.

Prevention:

Lake Dance Steps Dance Studio will actively work to prevent bullying by:

Encouraging respect, kindness, and empathy among students and staff.

Providing opportunities for open communication and conflict resolution.

Supervising and monitoring all classes/waiting area via video camera devices.

Reporting:

Any student or staff member who witnesses or experiences bullying should report it to a teacher or staff member immediately. The report can be made anonymously, and all reports will be taken seriously and investigated promptly.

Response:

Lake Dance Steps Dance Studio will respond to bullying incidents by:

Providing support and resources to the victim(s).

Confronting the bully and taking appropriate disciplinary action.

Informing parents/guardians of all parties involved.

If behavior is viewed via video or witnessing instructor—student(s) will be immediately dismissed from our program with no refunds of tuition or fees.

When will the policy apply?

The policy will apply to several time periods/activities including:

- During dance classes, Dance Shows/Competitions, Dance Trips, Social networking/media and cyber technology sites such as Twitter, Facebook and texting that has a negative impact on the child within the dance classes. We DO NOT want our dancer's forming group chats/texts outside of the BAND APP. Parents, if you see your dancer involved in a group chat (that isn't BAND) please let us know.