



Workplace Discrimination, Harassment and Bullying Policy

Overview

The purpose of the Workplace Discrimination, Harassment and Bullying Policy (Policy) is to acknowledge that Island Dance is committed to providing a safe, flexible, and respectful environment for staff, affiliates, students, parents and guardians, free from all forms of discrimination, bullying and harassment. Everyone has the right to an environment free from bullying, harassment, discrimination, and violence.

Responsibilities are set out in federal and state laws. Taken together, they make certain types of workplace behavior against the law. Any Island Dances staff, students, parents, and guardians affiliated with Island Dance who consider they are subject to discrimination, harassment or bullying have the right to seek assistance and will receive the full support of Island Dance.

Island Dance is committed to complying with following legislation:

- Fair Work Act 2009
- Fair Work Regulation 2009
- Anti - Discrimination Act 1991
- Racial Discrimination Act 1975
- Industrial Relations Act 2016
- Disability Discrimination Act 1992
- Age Discrimination Act 2004
- Human Rights Act 2019

Island Dance has a zero tolerance for discrimination, harassment and bullying by any individual or groups as set out in legislation, either directly or indirectly or in any form.

The Policy does not replace legislation, however, if any part is in conflict, legislation takes precedence.

Responsibilities

Island Dance shall:

- Ensure effective implementation of this Policy.
- Comply with applicable legislation and industry guidelines.
- Offer support to people who experience discrimination, bullying or harassment, including providing information about how to make a complaint.
- Quickly and objectively responding to all discrimination, harassment and bullying complaints.
- Ensure means of handling investigations and complaints are in place.
- Act according to this Policy and investigation procedures immediately once discrimination, harassment or bullying is deemed to have occurred.

Island Dance affiliates, students, parents, and guardians shall:

- Abide by policies, procedures, instruction, and lawful directions that relate classes delivered by Island Dance.
- Follow the standards of behavior outlined in this policy.
- Abide by all Island Dance always terms and Conditions.
- Avoid gossip and respect the confidentiality of complaint resolution procedures.
- Treat everyone with dignity, courtesy, and respect.
- Have the right to raise issues or to make an enquiry or complaint in a reasonable and respectful manner without being victimised.
- Acknowledge and understand any individual in breach of this Policy may be subject to enrolment being terminated.

Miss Marie (Island Dance)

Principal / Director

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01/01/2023	ID - 002	Document is considered an uncontrolled copy if printed. <i>Refer to Document Master Register for Version History – Next review 2024 or as required</i> <i>Island Dance refers to all businesses associated including Island Dance, Music Works and JKA</i>	3	1