

## Statement Against Discrimination

The School of Canton Ballet admits students of any race, color, national and ethnic origin to all rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national and ethnic origin in the administration of its educational policies, scholarship and other school administered activities.

## Statement Against Sexual Harassment

The ongoing policy of the Ballet is to provide an environment free of harassment or discrimination. Consistent with that policy, the Ballet will not tolerate any unlawful harassment of Ballet students or employees. Such prohibited harassment includes verbal or physical conduct which is based upon an individual's race, color, religion, gender, sexual orientation, national origin, age, or disability and which:

- 1). has the purpose or effect of creating an intimidating, hostile or offensive environment;
  - 2). has the purpose or effect of unreasonably interfering with an individual's performance; or
  - 3). otherwise adversely affects an individual's opportunity.
- Such prohibited conduct may include, but is not limited to, verbal slurs, negative stereotyping, hostile or demeaning acts (including purported "jokes"), and written or graphic material, which shows animosity, aversion or denigration toward an individual or group based upon race, color, religion, gender, sexual orientation, national origin, age or disability
  - Sexual harassment (as distinguished from gender harassment) deserves special mention.

Unlawful sexual harassment includes, but is not limited to unwelcome sexual advances, requests for sexual favors, and other physical or verbal conduct of a sexual nature:

- 1). When submission to such conduct is made, explicitly or implicitly, a term or condition of instruction, participation in School activities or employment;
- 2). When submission to or rejection of such conduct by an individual is used as the basis for casting, promotion, evaluations, or employment benefits; or
- 3). When such conduct has the purpose or effect of substantially interfering with an individual's performance in the classroom or in roles in which they have been case, in work performance, or in creating an intimidating, hostile or offensive School environment or working environment.

Sexual harassment may include, but is not limited to, explicit sexual propositions, sexual innuendo, sexually suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as grabbing, patting, pinching, or brushing against another's body.

Any student or employee who feels that he/she has been subjected to harassment by anyone, based on race, color, religion, gender, sex, national origin, age, or disability, either in the classroom, on the job or in connection with Ballet employment, and who is unable to resolve such matter promptly and satisfactorily, should submit a detailed written report of the offensive behavior to the Managing Director or to the Chairperson of the Personnel Committee of the Board of Trustees. The Ballet forbids retaliation against anyone who, in good faith, has reported such unlawful harassment, or has assisted in the investigation of such matters.

It is the policy of the Ballet to investigate all harassment complaints thoroughly and promptly. To the extent reasonably practicable, the Ballet will keep such complaints, and the terms of their resolution, confidential. If an investigation confirms that prohibited harassment against any employee, a Ballet customer, contractor, student, volunteer or visitor, the Ballet will take appropriate disciplinary action, up to dismissal from employment, dismissal from the School and/or appropriate intervention by legal authorities. Appropriate disciplinary actions also will be taken against any employee found to have willfully falsified any such claim of harassment.