

# Dance Base Safe Space Policy

## Introduction

Dance Base operates under a Safe Space Policy which covers all Dance Base spaces and events. The aim of this policy is to create an environment in which all participants, staff and visitors to the venue feel welcome, respected, and able to fully participate in our events and activities. It sets out our collective commitment to the principles of liberation, equality, diversity, and inclusion which we place at the heart of everything we do.

We are aware that certain social structures may serve to disadvantage particular groups (including but not limited to people of colour, women, the LGBT community, and disabled people) and therefore this policy aims to redress that imbalance by actively challenging oppressive and discriminatory behaviour.

It is also important to note that this policy exists within a legal framework that includes the Equality Act (2010) and Hate Crime legislation.

## Zero Tolerance

To ensure this environment is maintained we operate a Zero Tolerance policy to the following behaviours towards participants, professionals and staff, as well as anyone visiting our venues or attending our events:

- **Harassment**, defined as any behaviour which is directed at an individual or group which is non-consensual. This includes sexual harassment such as cat-calling, stalking, and groping or other physical contact.
- **Abuse**, covering both verbal and physical abuse, including sexual assault, which results in an individual or group feel intimidated or unsafe.
- **Discrimination**, including verbal and physical expressions of discrimination, based on any of the following characteristics:
  - Age
  - Class
  - Disability and Mental Illness
  - Gender
  - HIV/AIDS Status
  - Marriage and Civil Partnership
  - Nationality and Country of Citizenship
  - Political Affiliation
  - Pregnancy and Maternity
  - Race and Ethnicity
  - Religion and Belief
  - Sex Worker Status
  - Sexuality
  - Trans Status
- **Violence**, defined as any act of physical intimidation or aggression, including threats of violence.

### Safe Space Commitments

All participants, artists, members of staff, building users, and visitors to Dance Base are accountable for their own conduct and should refrain from any of the behaviours listed above. We would also encourage everyone to make the following commitments:

- Let's be aware of those around us
- Let's be respectful of each other's physical and emotional boundaries
- Let's communicate in a positive and respectful manner
- Let's listen to each other
- Let's not make assumptions about another person's gender, preferred pronouns, sexuality, disability, ethnic identity, or life experiences
- Let's communicate respectfully, even when challenged on our behavior

### Your Input

We welcome and encourage input from the Dance Base community on the continuing development of the Dance Base Safe Space Policy. It will continue to evolve and grow, and will do so in response to the community it serves.

If you have comments or suggestions for helping Dance Base to develop as a Safe Space, please send them to [safespace@dancebase.co.uk](mailto:safespace@dancebase.co.uk)

### Incidents Relating to the Policy

We actively encourage the reporting of incidents that constitute a breach of the Safe Space Policy. It is the collective responsibility of all to uphold good conduct and challenge others' unacceptable behaviour. If you experience or witness an incident which you believe is in breach of the Safe Space Policy you can report it either:

- **At the time**, to a member of Dance Base staff
- **At a later date**, by emailing [safespace@dancebase.co.uk](mailto:safespace@dancebase.co.uk)

*The Dance Base Safe Space Procedure is confidential and impartial. Incidents will be handled on a case-by-case basis. All incidents will be treated confidentially, respectfully and will be taken seriously. If an individual is found to have breached the Safe Space Policy they may face one or more of the following actions, at the discretion of the Dance Base General Manager and Chief Executive:*

- Verbal Warning
- Request for an Acknowledgement of Wrongdoing and Apology
- Removal from Venue
- Dance Base staff disciplinary procedures

*Incidents may also be referred for investigation under Dance Base's Disciplinary Procedure.*

*Complaints against members of Dance Base staff will be referred to the Dance Base Disciplinary Policy. All incidents should be reported to [safespace@dancebase.co.uk](mailto:safespace@dancebase.co.uk)*

If you would like to report an incident to the Police, you can access support and advice (including information on Third-Party Reporting) by visiting [dancebase.co.uk/our-safe-space-commitments/safe-space-key-beliefs-1148](https://dancebase.co.uk/our-safe-space-commitments/safe-space-key-beliefs-1148)

### **More Information**

If you have any questions regarding Dance Base Safe Space Policy or would like more information about it, please contact [safespace@dancebase.co.uk](mailto:safespace@dancebase.co.uk)

### **Further Guidelines**

This is a set of guidelines that apply to every class, performance or workshop organised by Dance Base and to general conduct within our studios and other spaces within the venue:

- Dance is an art form and art can benefit from constructive discussion and criticism. Dance Base encourages constructive contributions and comments, but we should never become disruptive or rude towards others. Hostile / aggressive comments have the ability to discourage others from voicing their opinions. Make sure everyone has a chance to participate
- Discrimination of any kind is unacceptable and will be challenged. This includes, but is not limited to: racism, ageism, homophobia, biphobia, acephobia, transphobia, sexism, body-shaming, slut-shaming or ableism. Similarly, prejudice based on ethnicity, nationality, class, gender identity, gender presentation, language, ability, asylum status, political or religious affiliation will not be tolerated. Direct or indirect personal attacks are strictly not permitted; it is important that everyone feel equally comfortable here.
- All venue users have the right to their own ideas, beliefs and opinions. Venue users have the right to express these with equal respect and consideration from other venue users. Saying you don't agree and why can be done in a polite and respectful way without causing offence.
- While everybody's views are important and discussion is encouraged we would like everyone to be aware that differing experiences may give some people a deeper understanding of some issues than other people. We encourage members to take others' perspectives into account when discussing controversial topics and to acknowledge that structural inequalities in our society can affect the way that an individual experiences the world.
- If you wish to draw attention to an area where someone may have acted/spoken in a manner that does not conform to these guidelines then this must be done in a constructive way that is conducive to a learning environment. This must not be done in a dismissive or derogatory way. Drawing attention to the fact that an individual may be approaching a topic with some biases is acceptable, if it is accompanied by an explanation. We understand that this may be difficult, so if you do not feel able to do this in a neutral manner, please contact [safespace@dancebase.co.uk](mailto:safespace@dancebase.co.uk)