



La Crème Dance Academy: Anti Discrimination Policy

Purpose:

La Crème Dance Academy (LCDA) is committed to providing a safe, welcoming, respectful and inclusive environment for all students, families, staff, contractors, volunteers and visitors.

LCDA does not tolerate unlawful discrimination, harassment, bullying, victimisation or exclusion. We are committed to ensuring that all members of our community are treated fairly, with dignity and respect.

This policy supports LCDA's commitment to equal opportunity and inclusion and should be read alongside all other policies.

Scope:

Applies to all aspects and persons in and at La Crème Dance Academy.

Our Commitment:

- Treating all people fairly and respectfully
- Providing equal opportunity to participate in classes, activities and opportunities
- Creating an inclusive environment where diversity is respected
- Making reasonable adjustments where appropriate to support participation
- Taking concerns about discrimination, harassment, bullying and victimisation seriously
- Responding to complaints fairly, respectfully and as confidentially as reasonably possible
- Protecting individuals from retaliation for making a genuine complaint or raising a genuine concern

Discrimination

Discrimination occurs when a person is treated unfairly or less favourably because of a personal characteristic protected by applicable law.

Inclusion and Reasonable Adjustments



LCDA recognises that students and community members have different needs and circumstances.

Where reasonably practicable, LCDA will consider appropriate adjustments to assist a person to participate safely and meaningfully in academy activities.

This may include consideration of:

Physical access requirements

Learning and communication needs

Disability or impairment

Cultural or religious requirements

Participation modifications

Additional support or supervision where reasonably practicable

Alternative arrangements for academy activities

Any adjustment must take into account the safety and wellbeing of the individual and others, the nature of the activity and the reasonable capacity of LCDA to provide the adjustment.

Harassment

Harassment is unwelcome behaviour that offends, humiliates, intimidates or creates an unsafe or hostile environment.

Harassment may be verbal, physical, written, visual or online.

Bullying

LCDA does not tolerate bullying.

Bullying may involve repeated and unreasonable behaviour that creates a risk to a person's health, safety or wellbeing. Bullying may occur in person, through messages, social media or other online platforms.



Appropriate correction, reasonable instructions, performance feedback or ordinary disagreements are not automatically bullying.

Victimisation and Retaliation

No person will be treated unfairly, punished, threatened or disadvantaged because they:

- Make a genuine complaint
- Raise a genuine concern
- Assist another person with a complaint
- Provide information during an investigation or complaint process

Victimisation or retaliation is not acceptable and may result in disciplinary action.

Responsibilities

LCDA Management - LCDA management is responsible for promoting an inclusive culture and responding appropriately to concerns raised under this policy.

All staff, teachers, contractors and volunteers must:

- Treat others with dignity and respect
- Avoid discriminatory, harassing or bullying behaviour
- Follow LCDA policies and procedures
- Take reasonable steps to promote an inclusive environment
- Report serious concerns in accordance with relevant academy policies and legal obligations
- Maintain appropriate confidentiality when handling personal concerns

Students, parents and guardians are expected to:

- Treat others respectfully
- Avoid discriminatory, harassing, bullying or victimising behaviour
- Communicate concerns appropriately
- Follow reasonable directions from LCDA staff
- Support a safe and inclusive academy environment



Raising a Concern or Complaint

Anyone who experiences or witnesses discrimination, harassment, bullying or victimisation is encouraged to raise the matter with an appropriate LCDA representative.

LCDA encourages concerns to be raised as soon as reasonably possible so they can be addressed appropriately.

Responding to Complaints

LCDA will take complaints seriously and, where appropriate, will:

- Listen to the concerns raised
- Gather relevant information
- Consider the circumstances fairly
- Maintain confidentiality as far as reasonably possible
- Take appropriate action
- Provide support or referral where appropriate
- Keep records where necessary

The response will depend on the seriousness and circumstances of the matter.

Possible actions may include education, mediation where appropriate, behaviour management, changes to arrangements, warnings, disciplinary action, suspension, termination of employment or engagement, removal from an activity or referral to an appropriate external authority.

Nothing in this policy prevents LCDA from taking immediate action where necessary to protect the safety and wellbeing of students or others.

Confidentiality

Information relating to complaints or concerns will be handled sensitively and shared only with those who reasonably need the information to respond to the matter or where disclosure is required or authorised by law.



Complete confidentiality cannot always be guaranteed, particularly where LCDA has child safety, legal or other reporting obligations.

Breach of This Policy

A breach of this policy may result in appropriate action being taken, depending on the circumstances and seriousness of the behaviour.

This may include:

- A discussion or education
- A formal warning
- A behaviour management plan
- Removal from a class, event or activity
- Suspension or termination of employment, engagement or volunteering
- Cancellation of enrolment or participation
- Referral to an external authority where appropriate

Policy Review

This policy will be reviewed regularly and updated as required to reflect changes in legislation, best practice and the needs of La Crème Dance Academy.