



Northern Counties Dance Teacher's Association International

Diversity, Equity and Inclusion Policy

1. Purpose

Northern Counties Dance Teacher's Association International is committed to fostering an environment that embraces and celebrates diversity, equity, and inclusion. This policy outlines our dedication to providing a dance community where individuals of all backgrounds feel welcome, respected, safe, and valued.

2. Scope

This policy applies to all members, employees, volunteers, partners, and stakeholders associated with the Northern Counties Dance Teacher's Association International. It encompasses all aspects of our activities, events, competitions, and interactions within the organisation.

3. Commitment to Diversity, Equity and Inclusion

Northern Counties Dance Teacher's Association International is committed to:

- **Promoting Diversity:** We value and respect the diverse backgrounds, experiences, and perspectives of all individuals within the dance community. We actively seek to increase representation of underrepresented groups at all levels of our organisation.
- **Ensuring Equity:** We strive to create a fair and inclusive environment where everyone has equal opportunities to participate, succeed, and contribute. Any form of discrimination, bias, or unfair treatment will not be tolerated.
- **Fostering Inclusion:** We are dedicated to creating an inclusive culture that welcomes individuals of all abilities, ages, ethnicities, genders, sex, sexual orientations, religions, and socio-economic backgrounds. We actively work to eliminate barriers to participation.

4. Anti-Discrimination and Harassment

Northern Counties Dance Teacher's Association International prohibits any form of discrimination, harassment, or bullying based on race, colour, ethnicity, nationality, gender, sex, sexual orientation, disability, religion, age, or any other protected characteristic. This includes discriminatory practices in recruitment, selection, promotion, training, and all other areas of employment and participation.

5. Accessibility and Accommodation

Northern Counties Dance Teacher's Association International is committed to providing reasonable accommodations to ensure accessibility for individuals with disabilities. We strive to create an inclusive environment where everyone can fully participate in our events and activities.

6. Education and Training



We will provide ongoing education and training programs to raise awareness and understanding of diversity, equity, and inclusion issues within the dance community. This includes training for staff, volunteers, and members to promote a culture of respect and understanding.

7. Reporting and Resolution

Northern Counties Dance Teacher's Association International encourages the reporting of any incidents of discrimination, harassment, or violations of this policy. A confidential and impartial process will be in place for reporting, investigating, and resolving complaints.

8. Accountability and Monitoring

The Northern Counties Dance Teacher's Association International leadership team is responsible for implementing, monitoring, and reviewing this policy regularly to ensure its effectiveness. Progress will be assessed, and adjustments will be made as necessary to meet the evolving needs of the dance community.

9. Conclusion

Northern Counties Dance Teacher's Association International is committed to promoting a dance community that reflects the rich diversity of our society. By adhering to the principles outlined in this policy, we aim to create an inclusive and equitable environment where all individuals can thrive and enjoy the benefits of dance without fear of discrimination or bias.

10. Review

This policy will be reviewed annually to ensure its relevance and effectiveness in promoting diversity, equity, and inclusion within the Northern Counties Dance Teacher's Association International.