

## **Discrimination Agreement**

Lombardi Dance Academy is committed to fostering an inclusive and respectful environment for all students, staff, and parents. We believe that everyone deserves to feel safe and valued.

Discrimination of any kind, including but not limited to race, ethnicity, nationality, gender, sexual orientation, age, ability, or religion, will not be tolerated at our studio. This includes any form of harassment, bullying, or exclusion based on these characteristics.

### **Reporting Discrimination**

If you experience or witness any form of discrimination, we encourage you to report the incident promptly. Reports can be made confidentially to any staff member or directly to the studio owner.

### **Response to Reports**

- **Immediate Action:** Upon receiving a report of discrimination, the studio owner will arrange a meeting as soon as possible to discuss the incident. This meeting aims to address the concerns raised and explore appropriate solutions.
- **Investigation:** The studio will conduct a thorough and impartial investigation of all reported incidents.
- **Confidentiality:** We will handle all reports with the utmost confidentiality, ensuring that the identities of those involved are protected.

### **Consequences**

Any individual found to have engaged in discriminatory behavior may face disciplinary action, which could include warnings, suspension, or expulsion from the studio.

Lombardi Dance Academy is a place where everyone should feel welcome and supported. We appreciate your cooperation in upholding these values and ensuring a positive environment for all.