



ANTI-DISCRIMINATION/HARASSMENT POLICY

It is the policy of Collide Theatrical Dance Company that all employees, independent contractors, volunteers, students, artists, and patrons should be able to participate in an environment free of discrimination and harassment.

We are committed to creating a welcoming and inclusive environment.

Collide Theatrical does not discriminate based on sex, gender, race, sexual orientation, color, national origin, socioeconomic background, or any other protected characteristic in any of its activities or operations.

Collide is committed to professionalism, diversity, accessibility, and inclusivity.

Sexual harassment is unlawful and will not be tolerated by Collide Theatrical Dance Company. Collide takes allegations of harassment seriously and will respond promptly to complaints.

Sexual-orientated conduct that, whether intended to be or not, is unwelcome and has the effect of creating a workplace environment that is hostile, offensive, intimidating, or humiliating may constitute sexual harassment.

Individuals who believe they have been subjected to harassment should immediately bring the matter to the attention of the Collide Theatrical Board of Directors President. All allegations of harassment will be immediately investigated. Anyone found to have engaged in harassment shall be subject to discipline, up to and including discharge. There will be no repercussions for the filing of a complaint.

This policy applies at every level of the organization and aspect of the workplace environment.