

"0" TOLERANCE BULLYING POLICY

Creative Inspiration Academy will not tolerate physical, emotional, cyber or any other form of bullying which we define as any physical, verbal or written behavior (either electronically or in person) directed to harm another or to create a hostile environment.

Creative Inspiration Academy is committed to deepening our students understanding of respect and compassion and creating a safe place for all to learn the fundamentals of proper dance technique. Our anti-bullying policy is applicable to all students, teachers, employees and dance families.

Creative Inspiration Academy defines bullying as any behavior (physical, verbal, or written) that detrimentally targets another dancer, teacher, employee of CIA or member of one of our dance families. We consider any behavior bullying if it physically or emotionally harms anyone; if it targets anyone for any actual or perceived characteristics; or if it creates a hostile environment in our dance studios or rehearsal and performance venues.

If any student, teacher, employee or member of a CIA dance family engages in any form of bullying activity they will no longer be permitted to participate in any way at *Creative Inspiration Academy*.

To report bullying please email Joy Lacy at info@dancecia.com