

# Safe Dance Policy for Saskatchewan

## 1. Purpose & Guiding Principles

The purpose of this Safe Dance Policy is to promote physical, mental, emotional, and cultural safety for all dancers, educators, staff, and community members involved in dance activities throughout Saskatchewan. This policy supports creativity, challenges bias and colonial power structures, and ensures that dance artists can remain healthy and thriving.

Guiding principles:

- Foster inclusive, respectful, and equitable environments.
  - Support creativity and artistic risk-taking without compromising safety.
  - Honour the histories, cultures, and sovereignty of Indigenous peoples of Saskatchewan.
  - Combat discrimination, bias, and colonial power structures.
  - Promote the well-being of dancers through informed, safe, and supportive practices.
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## 2. Physical Health & Injury Prevention

- Provide adequate warm-up and cool-down periods for all classes, rehearsals, and performances.
- Ensure training is age-appropriate and developmentally suitable.
- Set clear limits for rehearsal duration and ensure adequate rest breaks and hydration.
- Establish procedures for reporting injuries and accessing first-aid resources.
- Maintain safety standards for partnering, lifting, and working with props or equipment.
- Ensure studio conditions are safe, including proper flooring, ventilation, temperature, and cleanliness.

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### **3. Mental & Emotional Well-Being**

- Maintain a zero-tolerance approach to bullying, harassment, intimidation, or emotional abuse.
- Encourage supportive teaching methods that avoid shaming, coercion, or humiliation.
- Provide processes for reporting mental-health concerns in a confidential and respectful manner.
- Offer or refer to mental-health resources when needed.
- Promote a culture of consent, respect, and open communication.

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### **4. Equity, Anti-Bias, and Anti-Colonial Commitments**

- Recognize Indigenous sovereignty and uphold Treaty relationships within Saskatchewan.
- Maintain policies to prevent racism, ableism, homophobia, transphobia, fatphobia, and all forms of discrimination.
- Respect and use each dancer's chosen name and pronouns in all settings, including administrative, verbal, and performance-related contexts.
- Follow land acknowledgement guidelines and ensure culturally respectful practices.
- Provide fair and accessible opportunities for dancers of all backgrounds, body types, ages, genders, and abilities.
- Create culturally safe environments where Indigenous and racialized dancers can participate without tokenism or cultural extraction.
- Maintain uniform and costuming policies that are inclusive of all gender identities, offering flexibility in style and attire requirements.

- Provide training for staff and teachers on anti-racism, decolonization, gender inclusivity, and inclusive pedagogy.
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## **5. Professional Conduct & Boundaries**

- Define and uphold boundaries between teachers and students.
  - Establish expectations for appropriate physical contact, including obtaining consent before any touch.
  - Provide guidelines for communication outside of class, including limits around texting and social media.
  - Ensure staff follow professional ethics and avoid conflicts of interest.
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## **6. Studio & Organizational Safety Requirements**

- Maintain and communicate emergency procedures, including fire, evacuation, and medical protocols.
  - Ensure safe access to studio spaces, including secure entry and supervised areas.
  - Protect participant privacy in change rooms and during recording or photography.
  - Maintain equipment according to safety standards.
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## **7. Inclusion & Accessibility**

- Commit to accommodating disabled dancers and artists.
- Offer sensory-friendly environment options when possible.

- Provide financial accessibility through measures such as sliding-scale fees or transparent fee structures.
  - Offer support and flexible training options for dancers who are pregnant or postpartum.
  - Adapt dance techniques when needed to ensure participation for all.
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## **8. Consent Culture & Communication**

- Request consent every time before any physical contact during instruction or correction.
  - Provide dancers with opportunities to voice concerns or discomfort without fear of retaliation.
  - Encourage self-advocacy and support body autonomy.
  - Offer a clear, confidential, and trauma-informed reporting process for concerns or harm.
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## **9. Child & Youth Safety (If Applicable)**

- Require criminal record checks and child-abuse registry checks for all staff working with youth.
  - Maintain appropriate adult-to-youth supervision ratios.
  - Establish safe transportation and pick-up procedures.
  - Outline safe online and social media practices for interacting with minors.
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## **10. Reporting, Accountability & Enforcement**

- Provide clear steps for submitting concerns or complaints.

- Offer options for anonymous or third-party reporting.
  - Follow trauma-informed procedures during investigations.
  - Define consequences for violations of this policy.
  - Ensure transparency and a commitment to continuous improvement.
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## **11. Community Engagement & Continuous Learning**

- Consult regularly with Indigenous communities, local dance organizations, and marginalized groups.
  - Conduct annual reviews of the policy based on feedback and evolving best practices.
  - Provide ongoing training and professional development for staff, choreographers, and volunteers.
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**This Safe Dance Policy serves as a living document and will evolve alongside the needs of the Dance Saskatchewan community.**