

## **DANCE GAP YEAR**

### **INCLUSION & DIVERSITY**

Pizarts Dance Gap Year is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our staff invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our participants' and staff differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our company unique.

Pizarts Dance Gap Year's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; educational approach; professional development and training; program placement; social and recreational projects; and the ongoing development of a program environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all staff and participants.
- Teamwork and group participation, permitting the representation of all groups and individual perspectives.
- Work/life balance through flexible schedules to accommodate participants' varying needs.
- Staff and participant contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All participants and staff of Pizarts Dance Gap Year have a responsibility to treat others with dignity and respect at all times. All participants and staff members are expected to exhibit conduct that reflects inclusion during activities, at program functions on or off the site, and at all other company-sponsored and participative events. All staff members are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any staff member or participant found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action. They who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or team leader/mentor.