

INCLUSION & SAFER SPACE POLICY

Fuelled Dance Theatre's professional classes and community workshops are based in public spaces. Our ethos as a company is centred around LGBT+, Gypsy, Roma & Traveller (GRT) and individuals with Autism Spectrum Disorder (ASD).

This includes but is not limited to:

- queer
- non-binary
- cisgender female communities
- transgender
- genderfluid people
- ethnicities
- disabilities

To enable everyone's human rights, as a company we always endorse a welcoming and friendly atmosphere. If a participant, collaborator or teacher feels unsafe in a situation where you witness or experience questionable behaviour, please notify a member of Fuelled Dance theatre.

Pronouns

Some of our participants may identify themselves as both male and female. Others will identify as neither male nor female. They may identify as non-binary or genderqueer, as an example. They may prefer to use the pronoun they/them or may want you to address them by name (this is only an example that will differ to each individual).

If you are not aware of a participant(s), teacher(s) or collaborator(s) pronoun when meeting them ask in a polite manner. When using a person's pronoun use it with respect even if this may be unfamiliar to you. If you make a mistake and refer to a participant differently by accident, apologise and move on.

Assumptions

When working together be aware that you are not making assumptions about a participant(s) identity. When having conversations with participant(s) please be aware of the topics you are discussing in the space, as this may impact a participant(s) differently depending on their own personal experiences. We always urge everyone to be aware and respectful.

Try not to make generalising statements such as "all non-binary people should look androgynous". Be aware of any position and privileges you may bring regarding our race, class, gender identity, ability and/or age.

Racism, sexism, classism, homophobia, biphobia, transphobia, antiziganism, disablism, fatphobia, ageism or discrimination on basis of ethnicity, immigration status, or religious, cultural, and/or spiritual beliefs, (or any other kind of oppressive behaviour) is unacceptable and will be challenged.

Sexual Harassment

Fuelled Dance Theatre has a zero-tolerance policy regarding sexual harassment. This includes but is not limited to; unwanted physical contact of any kind that is not of consent by a participant (e.g. Hugging), and verbal harassment - such as wolf

whistling and inappropriate sexual comments. In addition, some of your services may require participants(s) to engage in contact with others, for example learning duet choreography. The participant(s) will be notified beforehand if this is the case. If a participant(s) feels uncomfortable with said tasks, please notify the leader you are working with at the present time or before the service begins.

Content Warnings

Services we provide might include discussion of socio-political topics and personal experiences. When consent forms are not distributed it is your responsibility to voice or bring the attention to the topic.

Please share with a member or representative of Fuelled Dance Theatre if yourself or others become upset or triggered by the subjects being discussed. This is to ensure we can take the correct action to the participant(s) wellbeing.

Space to Speak

In discussions we ask all participants to be respectful of all opinions and voices. The company associate or leader will guide the discussions in a fair manner. Do not talk over people and try to gauge whether it is appropriate for you to speak on certain topics. Try to give less confident and quieter people a chance to speak.

Privacy and Confidentiality

When collaborating with Fuelled Dance Theatre there may be external employees present for photography/filming, every participant will be notified beforehand and given a consent form. We will respect everyone's reasons and will make sure you are safe to the best of our ability. Please do not share any contact information or identifiable information of other people without their explicit consent. This policy includes all our social media, Twitter, Facebook and Instagram, and our website.

Kind Regards,

Scarlett Turner
Artistic Director (They/them)

Liza Mortimer
Assistant Director (She/her)

Nadine Knew
Workshop coordinator (She/her)

