



Deborah and Company — Nondiscrimination Policy

1. Policy Statement

Deborah and Company is committed to fostering an environment where all individuals are treated with dignity, respect, and fairness. We do not tolerate discrimination in any form. Our organization welcomes participants, artists, staff, volunteers, and community members of all ages, identities, and backgrounds.

Deborah and Company strictly prohibits discrimination based on race, color, ethnicity, national origin, age, religion, disability, sex, sexual orientation, gender identity or expression, marital status, socioeconomic status, veteran status, genetic information, or any other characteristic protected by federal, state, or local law.

This policy applies to all programs, classes, performances, events, employment practices, and organizational activities.

2. Scope of Policy

This policy applies to:

- Participants ages 9 to 99
- Parents, guardians, and family members
- Teaching artists, instructors, and choreographers
- Administrative staff and contractors
- Volunteers and interns
- Board members and advisory partners
- Audience members and community collaborators
- Every individual who interacts with Deborah and Company is entitled to equitable treatment and full access to opportunities.

3. Commitment to Inclusion and Access

- Deborah and Company is dedicated to creating an inclusive, welcoming, and culturally responsive environment. We actively work to:
- Ensure equitable access to arts education and performance opportunities
- Provide reasonable accommodations for individuals with disabilities
- Honor and respect cultural, racial, and generational diversity
- Use trauma-informed and age-appropriate practices
- Promote representation across all programs and leadership roles
- Remove barriers that prevent participation or belonging
- We believe the arts are for everyone, and we design our programs to reflect that belief.

4. Prohibited Conduct

Discrimination, harassment, or exclusionary behavior of any kind is strictly prohibited. This includes, but is not limited to:

- Denying participation or access based on a protected characteristic
- Verbal, physical, or visual harassment
- Bullying, intimidation, or retaliation
- Racial or cultural stereotyping
- Age-based discrimination (toward youth, adults, or older adults)
- Gender-based or identity-based harassment
- Creating a hostile, unsafe, or unwelcoming environment

Any individual found to be engaging in prohibited conduct may be subject to removal from programs or disciplinary action.

5. Reporting and Response

Deborah and Company maintains a clear, confidential process for reporting concerns. Individuals may report discrimination or harassment to:

- The Executive Director
- A program director or instructor
- A designated staff member or board representative

All reports will be taken seriously, reviewed promptly, and addressed with fairness and discretion. Retaliation against anyone who makes a good-faith report is strictly prohibited.

6. Compliance With Law

Deborah and Company complies with all applicable federal, state, and local nondiscrimination laws, including:

- Title VI of the Civil Rights Act
- Title VII of the Civil Rights Act
- Title IX of the Education Amendments
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act
- The Rehabilitation Act
- Virginia Human Rights Act

Our policies are reviewed regularly to ensure ongoing compliance and best practices.

7. Organizational Responsibility

Deborah and Company commits to:

- Training staff and volunteers on nondiscrimination and inclusion
- Maintaining transparent policies and procedures
- Ensuring equitable hiring and recruitment practices
- Upholding safe studio and rehearsal environments
- Modeling respect, professionalism, and cultural humility
- Continually evaluating our programs for accessibility and fairness

We believe that a diverse, inclusive community strengthens artistic excellence and enriches the creative experience for all.

8. Statement of Belonging

At Deborah and Company, every person — whether 9 or 99 — deserves to feel seen, valued, and empowered. We celebrate the richness of our multigenerational, multicultural community and affirm that the arts thrive when everyone has a place at the table.