

Statement of Principles and Values

FOUNTAIN SCHOOL OF PERFORMING ARTS, DALHOUSIE UNIVERSITY

Purpose

The Fountain School of Performing Arts at Dalhousie University (FSPA) is committed to providing a safe, respectful, and inclusive learning environment at all times. This statement is intended to support the specific values of the FSPA while also respecting and conforming to university codes, policies, rules, and regulations.

Studies in the performing arts are challenging and will stretch the student in ways that are often distinct from other disciplines studied in the university. Furthermore, studies in FSPA may involve relationships — between students and other students, between students and instructors, etc. — that are one-on-one or otherwise intense in nature. The study of performance involves the effective use of the human body, so physical alignment of students' bodies may be subject to scrutiny and contact from their instructors and peers. Finally, visiting artists are frequently brought into the FSPA to work as stage directors, conductors, accompanists, and to perform alongside students in music ensembles. These artists enrich our students' learning, but they occupy unusual positions at Dalhousie as outsiders with significant, if short-term, authority and influence. It is thus crucial that all members of the FSPA community know how to carry out their work with respect, courtesy, and clear boundaries.

Principles and Values

1. Safety

A safe environment is essential to university education, and all members of the University are responsible for creating and maintaining a violence-free environment, as stated in Dalhousie's Workplace Violence Policy. Students, instructors, and staff shall not engage in any activity or behaviour that constitutes violence or sexual or personal harassment. "Sexual harassment" is defined in Dalhousie's Sexual Harassment Policy, "personal harassment" is defined in the Personal Harassment Policy, and "sexualized violence" is defined in Dalhousie's. All these policies are found at http://www.dal.ca/dept/university_secretariat/policies.html.

2. Respect

An atmosphere of courtesy and mutual respect is essential in the FSPA, and behaviour that undermines this is unacceptable. In every class, rehearsal, production or performance, students and instructors are expected to treat one another with respect. Behaviour that can be reasonably interpreted as disrespectful, threatening, or intimidating will not be tolerated. Many of our classes and productions involve close group work over long hours, creating a sense of intimacy in which the sharing of personal details and confidences is common. Great care should be taken to respect the trust in which these confidences are shared.

3. Inclusiveness

FSPA is open to a range of teaching and learning styles, and it is determined to protect the diversity of views and opinions of its students, coaches, instructors, conductors, directors and staff. FSPA is likewise committed to removing any barriers to the learning process, and to the elimination of possible causes of discrimination <http://www.dal.ca/cultureofrespect.html>

Resources

FSPA upholds Dalhousie's Code of Student Conduct, and any person may make a complaint of misconduct against any student, instructor, coach, visiting artist, director, or staff member. Complaints may refer to violations that occur on the premises of Dalhousie University; off campus in the course of activities sponsored by FSPA; or off campus in cases where the misconduct is alleged to disrupt another person's reasonable participation in FSPA programs or activities.

If you experience or witness improper behaviour, you may take any or all of the following steps:

- If you feel safe to do so, immediately raise concerns about the behaviour with the person(s) involved. It is important to focus on the impact of the behaviour and be clear that it should stop.
- Seek the assistance of the FSPA Director or one of the Associate Directors if you feel unsafe or uncomfortable addressing the behaviour directly, if you perceive a threat of harm, or if you feel that someone else should be made aware of an incident.

At any point, you may access any of the following University resources:

- Student Safety and Wellbeing
<https://www.dal.ca/life-at-dal/student-support/safety-wellbeing.html#student-support-team>
 - Student Support Team
 - Dalhousie Student Advocacy Service
- Human Rights and Equity Services
<https://www.dal.ca/about/mission-vision-values/equity-diversity-inclusion-and-accessibility/about-office-equity-inclusion/human-rights-and-equity-services.html>
 - Confidential advice and support related to discrimination, harassment, and sexualized violence
 - What to do if someone shares an experience of sexualized violence (purple folder)
- LGBTQ2SIA+ Collaborative
<https://www.dal.ca/about/mission-vision-values/equity-diversity-inclusion-and-accessibility/about-office-equity-inclusion/community-specific-groups/lgbtq2sia-collaborative.html>
 - 2SLGBTQ+ Advisor
 - Links to community gender and sexuality resources
- DalSAFE
<https://www.dal.ca/dept/dalsafe.html>
 - Free DalSAFE mobile app
 - Non-urgent incident reporting
- Dal Student Union Sex Education Resource Centre (DSUSERC)
<https://www.dsu.ca/serc>
- Accessibility and Accommodations
<https://www.dal.ca/life-at-dal/student-support/accessibility-accommodations.html>