Vermont Performing Arts League, Inc.'s Discrimination Policy
Short Rules for Students and Community Members

The Vermont Performing Arts League, Inc. ("VPAL") is committed to equal opportunity for all students, community members, volunteers and staff.

It is VPAL's policy that no one shall be treated differently, separately, or have any action directly affecting him or her or they taken on the basis of race, religion, national origin, marital status, sex, sexual orientation, gender identity, or disability where a person is otherwise qualified or could be with reasonable accommodation.

The immediate remedy for any act of discrimination shall be to end it, treat the individual equally, and, as much as practically possible, to eradicate any effects of discrimination. Discipline should be imposed where appropriate.

Staff, volunteers, students and community members may avail themselves of the reporting structure set out in VPAL's Harassment Policy, posted in all of VPAL's locations.

Vermont Performing Arts League, Inc.'s Anti-Harassment Policy

VPAL is committed to providing all students, volunteers, community members and staff with a safe and supportive environment. Members of the community are expected to treat each other with respect. Teachers and staff members are expected to teach and to demonstrate by example that all members of the community are entitled to respect.

Harassment of a student or volunteer by another student or by a teacher or staff member is a violation of VPAL policy. This includes (but is not limited to) harassment based on race, national origin, marital status, sex, sexual orientation, gender identity, religion, or disability. Punishable harassment is conduct, including verbal conduct, (1) that creates (or will certainly create) a hostile environment by substantially interfering with a student's or community member's educational benefits, opportunities, or performance, or with a student's or community member's physical or psychological well-being; or (2) that is threatening or seriously intimidating.

Sexual harassment is a form of harassment that also violates VPAL policy. Punishable sexual harassment is an unwelcome sexual advance or sexual conduct, including but not limited to verbal conduct, (1) that is tied to a student's or community member's educational benefits, opportunities, or performance, or to a student's or community member's physical or psychological well-being; (2) that creates (or will certainly create) a hostile environment by substantially interfering with a student's or community member's educational benefits, opportunities, or performance, or with a student's or community member's physical or psychological well-being; or (3) that is threatening or seriously intimidating.

To prevent harassment in the first instance, staff members should teach by example why harassment is wrong and that tolerance and respect are essential to a free society. In response to an act of harassment, staff members should intervene immediately to stop the harassment, and, if appropriate, should clarify the nature of the harassment and impose consequences promptly, consistently, and proportionately to the seriousness of the act. But the response should not end there; rather, staff members should deter future harassment with continuing lessons of tolerance and respect.

Staff, volunteers, students and community members may avail themselves of the reporting structure set out in the VPAL Harassment policy, posted in all VPAL locations.