

**1** CDS does not tolerate any behaviour or language that may have an oppressive impact on others including racism, colourism, ableism, homophobia, biphobia, transphobia, misogyny, classism, ageism, xenophobia, and fatphobia.

**2** CDS supports people of all genders and gender expressions. We expect everyone to respect people's pronouns, names, and identities. If you are unsure, respectfully ask.

**3** CDS invites all visitors to feel at home in our spaces and to leave them as they would wish to find them. By taking care of our imperfect building together, we can continue to share our resources to benefit all.

**4** CDS advocates for enthusiastic consent: any physical or social contact should be agreed without manipulation, threats, or coercion. We empower anyone to remove themselves from any conversation or rehearsal at any time.

**5** CDS expects visitors to be mindful of the impact of what they say, and not just their intent. Words and tone matter, and just because you don't mean to cause harm, does not mean that harm has not been done.

**6** CDS understands that we all are always learning. If you have said or done something offensive or harmful, apologise, and reflect on what you can do differently after leaving the space.

**7** CDS expects those leading rehearsals or activities in our spaces, including choreographers, teachers and directors, to take responsibility for working ethically and inclusively.

# CDS Accountable Space Principles



**CDS are committed to creating a respectful, inclusive space where everyone feels welcome. We ask that all staff, artists and visitors are accountable for their actions and abide by these guidelines.**

CDS recognises that we cannot always prevent harm from happening in our studios. If you'd like to speak to someone about an incident, you can visit us in the office, call us on **020 8981 6617** or contact our Director on [director@chisenhaledancespace.co.uk](mailto:director@chisenhaledancespace.co.uk) to initiate a conversation. If you would like to formally report an incident, please follow the QR code to our Complaints Policy and Procedure for more information.

