

## **Active Bystander, Consent and Sexual Harassment**

### **Commitment Statement:**

Vertical Fitness is committed to fostering an environment that promotes safety, inclusion and respect for all.

#### **Consent -**

We uphold the principle that consent is non-negotiable and must be informed, clear and freely given. We promote open communication of boundaries and mutual respect in all areas of the society.

#### **Zero- tolerance policy for sexual harassment -**

At Vertical Fitness we do not tolerate any form of harassment including, unwanted advancements, inappropriate comments, or coercive behaviour. Any reports of sexual harassment will be taken seriously and looked into with care and accountability.

#### **Active Bystanding as a collective responsibility -**

We encourage all of our members to speak up about their concerns and boundaries. We also encourage our members to intervene safely if they witness or experience concerning behaviour in relation to consent, boundaries and sexual harassment. We believe that action is the key to building an environment in which everyone feels safe, heard and protected.

#### **Actions that Vertical Fitness commit to, in order to create this environment:**

- Sober committee members at socials:  
We commit to ensuring the presence of at least one sober committee member at every social. This person will be responsible for ensuring all members feel safe, and is the dedicated person to go to that night in case of emergency.
- Consent in Spotting:  
We commit to ensure members are aware that physical spotting may occur in classes. This information is in our PARQ form. Our instructors are all trained to ask for consent before physically spotting a member. However the exception to this rule is in emergencies when there is not time to ask, this is for the safety of the member. We trust that our instructors are capable and informed enough to make this distinction.
- Unwelcome comments in class:  
Any comments made in class that are unwelcomed will be taken seriously and dealt with in a timely manner.
- Reports of Sexual harassment:  
Any reports of sexual harassment during society events will be taken seriously and dealt with in a timely manner.
- Well-being Rep:  
Our well-being rep, is available to support anyone effected by sexual harassment, by sign posting them to relevant support services.
- Clothing:

Pole dance requires a certain amount of skin to be bare for grip, however we acknowledge that this can be uncomfortable for some people, we encourage our members to set their own boundaries in regards to clothing. More modest options such as t-shirts instead of sports bras, longer cycling shorts or pole specific sticky leggings instead of pole shorts are more than welcome in class.