

**Junior Holiday Camps - Company Policy: Non-Disclosure of Gender Identity, Sexuality, Personal health practices, Political Beliefs, and Personal Religious Opinions by Teachers**

At IBTS, we value diversity and inclusion of all religions, gender identity, sexuality, personal health beliefs & political beliefs and we recognize that individuals have the right to express their gender identity, political beliefs, and personal religious opinions between their co-workers, within the company structure and online / publically.

However, we also understand the importance of maintaining a professional and respectful environment that fosters learning and growth and respects the privacy of parents and their child's personal education. Therefore, we have implemented the following policy for our teachers:

Teachers shall never disclose their gender identity, political beliefs, or personal religious opinions to students or colleagues.

This policy is primarily designed to protect the personal education of students in matters of religion, politics, gender & race theory which the company views as topics to be discussed within the household and not during our course times.

Education of the students is limited to those of a theatrical and performance nature and no political, religious or personal beliefs will be in the content of our shows.

Our shows will never include:

- Religious symbolism, allegory or quotations
- Political messaging or moral compassing to either side of the political spectrum
- Reference to historical real world political events
- References to / opinions of vaccinations
- Scenes which mention or reference sex
- Gender identity other than male / female
- All children will be assign roles which match the gender they were born as, unless otherwise requested by both student and parent (E.G girls will play female characters and boys will play male characters)

This policy applies to all forms of communication, including but not limited to verbal, written, and electronic communication. Teachers are expected to avoid any such topics and to maintain a neutral stance when pressured by students to discuss topics related to gender identity, politics, personal relationships and religion, and to refrain from making personal comments or expressing their own opinions.

By adhering to this policy, we aim to create a safe and inclusive learning environment where all students feel respected and valued, regardless of their own gender identity, political beliefs, or

personal religious opinions. We also recognize that teachers may have different beliefs and identities, but we expect all teachers to uphold the values of the company and to remain neutral in the classroom.

Should parents wish to file a complaint regarding a conversation between a tutor and student which was the nature of a tutor's gender identity, sexuality, political beliefs, and personal religious opinions, they can follow our complaints procedure found on the policy page of our website.

Violations of this policy may result in disciplinary action, up to and including termination of employment or contractual duties.

We encourage all teachers to ask questions or seek clarification if they have any concerns about this policy. Together, we can create a welcoming and inclusive community that supports the growth and development of all our students.