

Sanction Policy

Dance4Life has a code of conduct that states which behavior by Dance4Life staff and affiliated persons or parties is considered acceptable. In addition to the code of conduct, Dance4Life has a sanctioning policy containing guidelines for sanctioning for when reports of unethical behavior are received.

Dance4Life states that the sanction policy exists as part of the prevention system for unethical behavior. We believe in context appropriate sanctions, rather than a fixed system of punishment. Therefore, the basis of our sanction policy is:

- / A sanction should be an appropriate disciplinary measure in relation to the proven case of misbehavior
 - A zero tolerance policy would hinder carefulness in these matters
 - When in doubt between sanctions, the lightest of the sanctions is preferred as to not unnecessary cause more harm
- / A sanction should take into account the responsibility of the (group of) individual(s) and the organization in the case of misbehavior
- / A sanction should not discourage future reporting of misbehavior
- / A sanction should not hinder moral learning nor should it deprive the perpetrator from the opportunity to learn from the situation
- / A sanction should be added to the mores prudence and jurisprudence records, to ensure carefulness of how the situation is handled and to prevent unjust inequality.

When determining a sanction, Dance4Life will consult its legal partner for advice on appropriateness of the sanction.