



## *COMMUNITY AGREEMENT ON DIGNITY FOR ALL*

Big Bag Training recognises the diversity of each individual and the beautiful differences that make us unique. Big Bag Training also honours the power and potential we have collectively and the overwhelming wealth of common experience we share as humans.

This Agreement on Dignity for All connects both of these elements, to create a community where we can thrive, together. It applies to the studio space, the online space, and any mobile sessions or events.

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Our aim is to fully support the diverse needs of all clients and community members, so that you are not only treated with dignity and respect at all times but also feel safe, celebrated and welcomed. This is vital to promote the participation of all people, but especially those with a history of experiencing oppression. The opportunity to explore our body's capabilities and express joy via movement is a right for all.

The Big Bag Training Community is strengthened and enriched by including people of different ages, body shape and size, physical and mental ability, class background, ethnicity, sexual orientation, gender identity, religion, lived experience and any other protected characteristic. We treat all members with respect and equality.

Big Bag Training believes that building the health, strength, fitness and power of ourselves and our communities is the foundation that enables all change. We stand for changing harmful, dehumanising and exploitative power structures that exclude people and leave some of us behind. That is our mission.

### **Guidelines for application**

As your trainer, I am learning alongside you. If you feel that I have broken this agreement in any way, please alert me so that I can further my learning and do better. I provide a method to give anonymous feedback if you prefer that. In the event of any complaints that are not addressed to your satisfaction I will work with you to establish a 3<sup>rd</sup> party (supervisor or trusted peer, with your consent only) who we might seek an outside view from.

Please make me aware immediately if you feel that any other community member has broken this agreement. I will take action to prevent the behaviour and ensure it's not repeated.

All members have the right to self-identify as they wish without fear of being bullied or harassed. This means that along with alerting me to breaches of this agreement, members have the right to create an environment of accountability and learning by correcting people in the space about your name, pronoun, rude comments or jokes.