

✓ FISCAL TRANSPARENCY

- Are your company tax returns available on your website? YES/NO
- Do you publicly disclose pay ranges for posted jobs? YES/NO

✓ CULTURE/CODES OF CONDUCT

- Do you have a code of conduct? YES/NO
- If yes, is it published online? YES/NO
- Who receives it? - Check all that apply:

Administrative Leadership___ Artistic Leadership___ Board of Directors/Trustees___
 Full Time Employees ___ Part Time Employees___ Independent Contractors___
 Students___ Parents___

✓ SEXUAL ASSAULT/HARASSMENT POLICY

- Do you have a sexual assault/harassment policy? YES/NO
- If yes, is it published? YES/NO
- If yes, where? - Check all that apply:

Online___ Physically distributed___ Part of employee handbook

- Who receives it? - Check all that apply:

Administrative Leadership___ Artistic Leadership___
 Board of Directors/Trustees___ Full Time Employees ___
 Part Time Employees___ Independent Contractors (including guest artists) ___
 Students___ Parents___

- Is there a requirement that the sexual assault/harassment policy be signed? YES/NO

✓ TRAINING

- Do you provide training around sexual assault/harassment? YES/NO
- If yes, is it mandatory? YES/NO
- Who receives it? - Check all that apply:

Administrative Leadership___ Artistic Leadership___ Board of Directors/Trustees___
 Full Time Employees ___ Part Time Employees___ Independent Contractors (including guest artists)___
 Students___ Parents___

✓ REPORTING PROCEDURE

- Do you have a reporting procedure for sexual assault/harassment? YES/NO
- If yes, is it published? YES/NO
- If yes, where? - Check all that apply:

Online___	Physically distributed___	Part of employee handbook___
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- Who receives it? - Check all that apply:

Administrative Leadership___	Artistic Leadership___	Board of Directors/Trustees___
Full Time Employees ___	Part Time Employees___	Independent Contractors (including guest artists)___
Guest Artists___	Students___	Parents___

✓ NON-FRATERNIZATION POLICY

- Do you have a non-fraternization policy? YES/NO
- To whom does it apply? - Check all that apply:

Administrative Leadership___	Artistic Leadership___
Board of Directors/Trustees___	Full Time Employees___
Part Time Employees___	Independent Contractors (incl. guest artists)___

✓ CHILD CARE/ELDER CARE

- Do you have a family leave policy? YES/NO
- Who is covered? Check all that apply

First company dancers:	Men___	Women___
Second Company dancers:	Men___	Women___
Trainees ___	Artistic Staff ___	
Executive Staff ___	Full Time Employees ___	
Part Time Employees___	Independent Contractors ___	
- If yes, is it published? YES/NO
- If yes, where? - Check all that apply:

Online___	Physically distributed___	Part of employee handbook___
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- Do you have accommodations for working parents? YES/NO
- If yes, - Check all that apply:

Onsite child care___	Lactation rooms___	Flexible work schedules___
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✓ LET US KNOW ABOUT:

- Any special programs or initiatives to promote women into non-traditional leadership roles, such as new choreographer programs or initiatives promoting women into union roles, such as an engineer or carpenter.
- Any specialized contractors and trainings, such as the inclusion of intimacy coordinators and/or sexual harassment/assault trainings, designed to create a safe and positive working culture.