Country Dance Society, Boston Centre, Inc.
Code of Conduct

MISSION STATEMENT:

The Country Dance Society, Boston Centre, Inc. (CDS-Boston Centre) works to preserve and promote the knowledge and practice of the traditional and contemporary dance and dance music of England and New England. The Boston Centre sponsors and produces classes, dance parties, workshops and residential and special events featuring the best performers and practitioners of English and New England country dancing. Events are open to all and most feature teaching; no experience or partner is required for most events.

SUMMARY:

The CDS-Boston Centre's Code of Conduct prohibits inappropriate behavior in all forms, including:

- Sexual misconduct or harassment
- Verbal misconduct or harassment
- Physical misconduct or harassment
- Nonverbal misconduct or harassment

Complaints or reports of violation of this policy may be conveyed to:

- CDS-Boston Centre President, president@cds-boston.org
- CDS-Boston Centre Vice President, vp@cds-boston.org

The names of the current office holders can be found at https://www.cds-boston.org/about/contact-info/.

The CDS-Boston Centre Board of Directors may take action in response to violations of this policy, including

- A warning
- Temporary suspension from CDS-Boston Centre events
- Permanent removal from CDS-Boston Centre events
- If required, assistance from law enforcement

POLICY:

CDS-Boston Centre preserves and promotes traditional and contemporary dance and dance music of England and New England by providing a community environment in which all participants are treated with dignity, decency and respect. The environment of events organized by the CDS-Boston Centre is characterized by mutual trust and the absence of intimidation, oppression and exploitation. Community members should be able to dance,

play music and socialize in a safe and supportive atmosphere. Our goal is to create a space where everyone can grow as dancers, leaders and musicians, and where everyone can enjoy participating in the program and socializing safely. To make this happen we all need to agree to a few expectations.

The CDS-Boston Centre's Code of Conduct prohibits inappropriate behavior in all forms, and the CDS-Boston Centre Board of Directors will take appropriate and prompt action in response to complaints or knowledge of violations of this policy.

Inappropriate behavior is defined as behavior that injures, intimidates, harasses or otherwise threatens people in our community.

This can be verbal, physical, or sexual in nature, and directed toward dancers, musicians, volunteers, dance organizers, board members, or any person or performer working for or on behalf of CDS- Boston Centre. Aggressive or negative behavior that, in the opinion of the targeted individual or group, impairs their ability to safely engage with the CDS-Boston Centre community will be considered by the Board as possible violations of the CDS-Boston Centre Code of Conduct.

The following examples of inappropriate behavior in contravention of this Code of Conduct are intended to be guidelines and are not exclusive when determining whether there has been a violation of this policy:

- Sexual misconduct includes unsolicited and unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.
- Verbal misconduct includes comments that are offensive or unwelcome regarding a person's nationality, origin, race, color, religion, age, gender, gender presentation, sexual orientation, sexual identity, body, disability, appearance, dance or musical ability, pregnancy, marital or other protected status, including epithets, slurs and negative stereotyping; threats of violence; aggressive or combative interactions.
- Physical misconduct includes physical interactions outside of the usual activities required for dance and music participation that are offensive, intimidating or threatening.
- Nonverbal misconduct includes distribution, display or discussion of any written or graphic material that ridicules, denigrates, insults, belittles or shows hostility, aversion or disrespect toward an individual or group because of national origin, race, color, religion, age, gender, gender presentation, sexual orientation, sexual identity, body, disability, appearance, dance or musical ability, pregnancy, marital or other protected status; any other actions designed to intimidate or harass.

For purposes of this policy, "harassment" consists of systematic and/or continued unwanted and annoying actions of one individual or group towards another individual or group, including threats and demands.

Attendees of CDS-Boston Centre events are expected to ask for positive confirmation, either verbally or by gesture (for example, extending a hand), before engaging in physical contact,

such as asking someone to dance or offering a backrub. If contact is refused, it is expected that further contact will not be initiated beyond the normal interactions of asking someone to dance or otherwise inviting participation in the normal activities of an event.

If a member of the community has an issue with another member of the community, it is expected that any discussions will be civil and undertaken privately. Anyone may request assistance from a Board member or the event organizer in the event of experiencing harassment or being the subject of personal confrontation.

Any member of the CDS-Boston Centre community can contact any Board member or the event organizer to report any instance of violations of this Policy. Should a member of the community wish to formally report a violation of this Code of Conduct, they may contact CDS-Boston Centre President, president@cds-boston.org or CDS-Boston Centre Vice President, vp@cds-boston.org). All reports of potential violations made to the CDS-Boston Centre Board or official contact persons will be considered confidential. The names of the current office holders can be found at https://www.cds-boston.org/about/contact-info/.

All community members who participate in CDS-Boston Centre events, regardless of their position, are covered by and are expected to comply with this policy. The CDS-Boston Centre Board will take appropriate action according to this Code of Conduct to deal with any community member who violates this policy, whether the violation is a single instance or a pattern of behavior. When evaluating harassment issues, CDS-Boston Centre will also take into consideration the subject's behavior in non- CDS-Boston Centre spaces. Based on the seriousness of the offense, action may include but is not limited to communication with the subject of the complaint, temporary suspension from CDS-Boston Centre events, permanent removal from CDS-Boston Centre events and/or, if required, assistance from law enforcement.