



SWINGMANIA

CODE OF CONDUCT

SwingMania promotes safe dancing. We aim to work together to create the best environment we can in which to dance and have fun, and expect these rules and guidelines to be followed by everyone at classes and social events. Any breach of these rules and guidelines could result in being asked to leave a class or social event.

1. **Discrimination**

Discrimination of any kind will not be tolerated. Everyone deserves to feel welcome. Discrimination by this definition includes, but is not limited to, excluding individuals from a gathering or activity based on bias against their gender, sexuality, race, ability, physical appearance, or age.

2. **Language and Behaviour**

Inappropriate and offensive language or behaviour will not be tolerated. Language may be considered inappropriate or offensive if it can be reasonably assumed that this language may cause offense to others. This includes, but is not limited to, slurs referencing a person's gender, sexuality, race, ability, physical appearance, or age, or any other language that a person has expressed previous discomfort at hearing, such as swear words.

3. **Personal Safety**

Be considerate of everyone's safety. It is everyone's responsibility to take care of each other – use moves appropriate to the ability of your partner, yourself, and surrounding dancers. Be aware of the space around you and hazards such as uneven surfaces, children and intoxicated people. Please take care of yourself and be aware of any pre-existing injuries known to yourself or your dance partner(s).

4. **Physical Contact**

Swing dancing is primarily a partnered dance, and thus requires varying levels of physical contact. However, we want to ensure that everyone is feeling safe and comfortable at all times. Always ask a partner before initiating physical contact, this may be as simple as "would you like to dance?" with an outstretched hand. Never initiate or continue physical contact that makes the other person uncomfortable.

5. **Personal Hygiene**

Swing dancing, being a primarily partnered dance, typically involves close physical contact and proximity to others. Deodorant and breath mints are provided for our dancers' use and we ask all participants to be mindful of their personal hygiene. Please bring fresh clothes and leave colds at home.

6. **Social Interaction**

While we understand that personal relationships between some dancers may develop, no one likes the person who hits on everyone. We want everyone to enjoy the social aspect of SwingMania without feeling awkward or pressured. Keep other people's comfort in mind and do not pursue social interactions that are known to make others uncomfortable.

7. **Skill Levels**

We ask people to acknowledge and respect the variety of skill levels in our scene. While those with more experience will feel comfortable asking new dancers to dance, we encourage new dancers to ask more experienced people to dance. Dance according to your partner's skill level and remember most people don't like unsolicited dancing advice on the social dance floor. In class, always ask "would you like a tip?" before offering advice, and never when teachers are speaking.

Please let us know if you experience anything during class or a social event that makes you feel unsafe or uncomfortable. Speak to a committee member or teacher or email swingmaniatas@gmail.com. Anything brought to our attention in this regard will be kept strictly confidential.

SwingMania's Code of Conduct Process

When an incident is brought to the attention of the SwingMania committee the following process will be undertaken with the person who has had a code of conduct violation brought against them, considering each incident individually and its related context and factors.

1. 'Informal' warning conversation

A relaxed although semi-formal discussion, preferably one on one, to ensure the person is aware of the issue, discuss the issue, focusing on understanding and solutions.

2. Formal warning

A meeting between the person and preferably two organisers, with a short document prepared outlining the issues being discussed and what improvements will be required to avoid stage 3.

3. Suspension/Expulsion

If behaviour continues it may be necessary to remove the person from the community. If required, the SwingMania committee will determine the length of suspension or expulsion based on the specific situation. Where serious harassment is occurring/has occurred police may be notified if breached.

In certain circumstances, if the person is aware of their behaviour the Code of Conduct process may move directly to stage 2, or in the situation of dangerous/reckless behaviour that could impact our dancers the process will proceed directly to stage 3.

FAQ

Someone is making me feel uncomfortable, how do I know if it's serious enough?

SwingMania is focused on making everyone feel safe and welcome, if something seems odd to you, please let someone know, particularly one of the organising/teaching team. We would rather consider a potential issue early on, than to find out after a larger infraction has occurred. Being proactive is vital to keeping our community safe.

I've had a Code of Conduct complaint raised against me, what do I do now?

It's important to remember this is not a personal attack on you, but an opportunity to improve your behaviour towards others. Please consider the advice provided about the issue that has occurred, and what actions are required to avoid escalating the situation further seriously. Your commitment, or lack of interest to improve will be taken into consideration by the committee. Further support can be provided by the committee if requested.

Political Correctness has gone insane!

Firstly, that isn't a question. Secondly, keeping our community safe and happy is important to us. No one should be made to feel uncomfortable by the actions of others, ultimately we are 'only' asking everyone to be good humans.