

University of Alberta Dance Club Code of Conduct

The UADC strives to create a comfortable and safe environment for members to enjoy ballroom dancing. All members are required to uphold the code of conduct at all events and classes held by the club. The goal of the code of conduct is to clarify the expectations and the actions taken in case of a breach of the code.

UADC member have the responsibility to:

- Respect everyone's physical space and boundaries of all kinds
- Seek appropriate consent before dancing with someone and be courteous
- Treat *everyone* with dignity and respect
- Do not bring and/or consume drugs and/or alcohol at UADC events
- Treat the venue and UADC property with respect
- Follow the University of Alberta Code of Conduct as well as
- Report any misconduct or harassment, verbal or physical
- Have fun and be welcoming!

Intimidation, harassment, assault or abuse of any kind will never be tolerated.

Addressing Breaches of the Code of Conduct

If you feel wronged or feel you have witnessed wrongdoing, we want to hear about it. We welcome all opportunities, big and small, to provide education on our community's expectations so that we can maintain a safer space for all. Reporting issues also helps us monitor and address larger patterns of behavior in individuals and in the community.

1. Reporting: Make it known that you or another community member are in an uncomfortable or unsafe situation by...

- Directly telling the individual that their behavior is creating an uncomfortable or unsafe environment. If their behavior does not change or you do not feel comfortable doing so, please report the incident as below.
- Telling an executive or instructor or teaching assistants at events and classes.
- Emailing info@uadc.ca about an incidents or concerns

2. Response: Once the issue has been reported to the executives the nature in which the UADC will respond will depend on the severity of the incident:

- *For harassment, threats, and other serious safety issues:* the individual(s) causing harm will be immediately asked to leave without refund. Law enforcement may be called. In such cases the UADC executives also have the right to deny access to further participation in the club for a specified time period or indefinitely depending on the severity. Membership may be terminated without refund. See bylaws for appeal process.
- *For all other incidents:* A UADC executive and/or instructor will have a private conversation with the individual(s) causing harm. If they acknowledge their infraction and correct their behavior immediately, the incident will be considered resolved. If not, proceed to step 3.

3. Resolution: If behavior is repeated after verbal warnings resolving such breaches in the code can come in many forms and will vary depending on the situation. Some possible paths include...

- Depending on the discretion of the UADC executive, the individual causing harm may be asked to leave the event without refund or denied further participation in the club for a specified time period or indefinitely. Membership may be terminated without refund. See bylaws for appeal process.
- The individual harmed may choose to participate or not participate in a discussion with the individual causing harm in which the goal of the conversation is for the individual causing harm to understand they have caused harm. If an agreement is reached and adhered to, the incident will be considered resolved. If not, an individual may be banned from the club and its events.
- The individual harmed may want to resolve the conflict without the involvement of the UADC. This can include but is not limited to personal discussions, involvement of University of Alberta Protective Services (UAPS) or Police.

For incidents that happen outside of the UADC, the club will support any actions and recommendations that are made by authorities of any kind, including but not limited to, the police services, the University of Alberta and the UAPS.