

AmsterDance Code of Conduct

Language disclaimer: This code of conduct is a translation of the Dutch Gedragscode and is provided to help non-Dutch speaking members understand the original document. The translation is verified as best as possible, but no rights can be derived from this document. In all cases of policy and regulations within AmsterDance, the Dutch text is leading.

Principles

Respect, Understanding, and Responsibility

The code of conduct aims to create and maintain a pleasant and safe environment for everyone. The fundamental principle is respectful interaction with one another, which includes listening to each other to understand one another and each other's boundaries.

Everyone bears responsibility for their own behaviour, but also responsibility for the behaviour of the people around them by addressing them or setting a good example.

Applicability

This code of conduct applies to members, board members, teachers, and volunteers of AmsterDance, as well as to attendees of activities organised by AmsterDance. The code of conduct also applies to all forms of interaction, both offline and digital, written and unwritten, professional and social situations, and both in group and individual settings.

The code of conduct also applies during dance lessons organised by AmsterDance. Furthermore, dance lessons, especially partner dance lessons, have additional rules and norms, such as maintaining good personal hygiene, treating fellow dancers equally, and providing space for each other to practise and learn at their own pace.

Specific behavioural rules during dance lessons will be clarified later.

Behavioural Rules

1. Treat each other with respect.
 - Respect the personal identity of others.
 - Preserve the physical well-being of others.
 - Respect the boundaries of others.
2. Be respectful towards the property of others and AmsterDance.
 - Do not damage items that do not belong to you.
 - Do not take items that do not belong to you.
3. Your behaviour contributes to a pleasant and safe (working) atmosphere within AmsterDance and its activities, and you make an effort to maintain it.
 - Lead by example by demonstrating desired behaviour.
 - Encourage those around you to treat each other respectfully.
4. Address another person in a constructive manner if they do not follow the behavioural rules.

5. Maintain a representative attitude towards both other individuals within the organisation and external parties.
6. Take responsibility for your own actions.
 - Listen to feedback when someone addresses you regarding the behavioural rules.
 - Remain responsible when using alcohol or under other circumstances.
7. Handle information about others and information shared in confidence with you with integrity.
 - Do not disclose information with the intent to harm others.
 - Consider possible harm resulting from sharing information about others.
 - Handle confidential information acquired through a role within the organisation, such as a board position or committee, with confidentiality.

Drugs Policy

AmsterDance has a zero-tolerance drugs policy. When violated, the person will be immediately removed from the activity. During activities of AmsterDance it is prohibited to:

1. Carry soft or hard drugs on your person;
2. Be under the influence of soft or hard drugs;
3. Use soft or hard drugs;
4. Sell soft or hard drugs.

Forms of Misconduct

Misconduct is harmful and infringes upon the personal and professional freedom and safety of people. Unwanted behaviour occurs when at least one of the parties involved reasonably experiences it as such.

Unwanted behaviour can be categorised as physical misconduct, sexual misconduct, and emotional misconduct, and it can involve multiple types simultaneously.

Physical Misconduct

Within the context of social safety, physical safety is also essential. There is no room for physical abuse or actions that cause physical or emotional harm to others within AmsterDance. Examples may include hitting, biting, sexual harassment, spitting, pushing, and physically obstructing someone from performing their duties.

Sexual Misconduct

Sexual misconduct pertains to behaviour or advances that are sexual in nature and cross the boundaries of another person. Sexual contact should involve mutual consent, voluntariness, equality, and be appropriate within the context. Examples of sexual misconduct may include unwanted sexual messages, inappropriate comments, sexual harassment, and sexual contact without mutual consent.

Sexual misconduct can also occur when other individuals are involuntarily involved in (consensual) sexual behaviour between others. Examples of this include sexual comments, physical contact or interactions in the presence of others, or involving others in a sexual atmosphere without their consent.

Emotional Misconduct

Emotional misconduct involves inflicting emotional harm on another person. Emotional misconduct can take many forms, including bullying, teasing, manipulation, and exclusion. Emotional misconduct is not tolerated.

Reporting Inappropriate Behaviour

If you witness or experience inappropriate behaviour, you can take certain steps:

1. Address the person directly if possible.
2. Approach a present board member or teacher.
3. Report it to the board. This can be done by emailing bestuur@sdvamsterdance.nl.
4. Contact a confidential advisor. Contact details are on the [website](#).

Reporting inappropriate behaviour is intended to improve the situation for those involved. A report does not automatically lead to a sanction but aims to find a suitable solution. Often, this involves a post-incident conversation or de-escalation at the moment. In all cases, the teacher, board member, or confidential advisor will handle your issue confidentially and, if desired, anonymously.

Sanctions for Inappropriate Behaviour

The board oversees the code of conduct. If inappropriate behaviour occurs, the board may impose sanctions. These sanctions will be formulated and communicated in writing to the person involved.

Where reasonably possible, the board will provide a warning to the person before implementing a sanction.

The board determines an appropriate sanction. Some examples of sanctions include:

1. One-time removal from an activity.
2. A formal warning.
3. Temporary suspension.
4. Permanent termination of membership (expulsion).

Behaviour within Lessons

In lessons organised by AmsterDance where no board member is present, (internal) instructors also have the authority to remove a participant or individual from the lesson. Further follow-up and reporting will be handled by the board.