



Guelph Dance Code of Conduct

All **community participants** – including members, employees, contractors, volunteers, artists, vendors, event hosts, sponsors, presenters, exhibitors, participants and attendees – are expected to abide by this Code of Conduct. The Code of Conduct applies to all in person and virtual interactions, within Guelph Dance events and programs, and online platforms.

By participating in any Guelph Dance activity in any capacity, you agree to abide by this code of conduct, and cooperate with the organizers and administrators who enforce it.

Expected Behaviour

We insist that everyone who engages with Guelph Dance is mindful of, and takes responsibility for, their speech and behaviour. This includes:

- Actively listening to others and not dominating discussions.
- Respecting physical and emotional boundaries. For example: always ask before touching, and check in before discussing topics that may be triggering.
- Recognizing, respecting and affirming any individual's identity, as reflected in the [Ontario Human Rights Code](#).
- Encouraging an environment that is inclusive, equitable, and accessible by using words, gestures that are sensitive to an individual's race, gender, sex, sexual orientation, income, age, and ability, and those grounds protected and empowered by the [Ontario Human Rights Code](#).
- Humbly accepting respectful corrections and/or contexts (or correcting yourself!), keeping in mind that the impact of your words on other people is more important than your intent.

Unacceptable Behaviour

We do not tolerate oppressive or destructive behaviour, harassment, or exclusionary actions.

Examples of these actions include, but not limited to:

Oppressive behaviour: any conduct that demeans, marginalizes, rejects, threatens or harms anyone on the basis of identity, background, or ability. Examples of this include: publicly sympathizing with hate groups, deliberate misgendering, using inappropriate pronouns, and use of deadnames.

Harassment: deliberate intimidation; stalking; following; harassing photography or recording; disruption of events; aggressive, slanderous, derogatory, or threatening comments online or in



person; repeated or sustained private communication after requests to cease; publication of private communication (including audio or video recordings and screenshots of direct messages and closed chats on Guelph Dance's online platforms, both internal and public facing); physical contact and simulated physical contact without consent or after a request to stop.

Destructive behaviour: sustained disruption of discussions online or off, damaging or altering any part of the spaces we use, inside or out, including furniture and equipment; damaging, altering or using other people's belongings, including personal computers and digital content created by other people (unless you have their consent).

Exclusionary actions: denying certain participants opportunities to share views, skills and other contributions; engaging in favoritism; and creating or reinforcing an inequitable learning environment.

If you have experienced or witnessed any of the behaviours listed above in a Guelph Dance activity or platform we want to know about it. Guelph Dance may choose to exclude people from activities or platforms based on past discriminatory, oppressive, or exclusionary behavior including behaviour outside our spaces and behaviour towards people who are not part of the Guelph Dance community.

How to Report a Violation of the Guelph Dance Code of Conduct or Discuss a Concern

Please provide a detailed account of the violation or concern you wish to address, taking into consideration the following points:

- Names (real, nicknames, or pseudonyms) of any individuals involved. If there were other witnesses besides you, please try to include them as well.
- When and where the incident occurred. Please be as specific as possible.
- Your account of what occurred sticking to the facts. If there is a publicly available record (e.g. a mailing list archive or a public IRC logger) please include a link.
- Any extra context you believe existed for the incident.
- If you believe this incident is ongoing.
- Any other information you believe we should have.

You can send your report to:

- The Managing Director at info@guelphdance.ca
- The Secretary of the Board of Directors at secretary@guelphdance.ca, or
- Make an anonymous report, using [this form](#).



Enforcement

Anyone asked to stop unacceptable behavior is expected to comply immediately.

This Code of Conduct extends to both in-person spaces and activities as well as digital/virtual spaces. Everyone is expected to comply with and uphold this Code of Conduct in all digital interactions, including DMs.

Anyone who engages in sustained or repeated unacceptable behaviour may be sanctioned or asked to permanently remove themselves from the Guelph Dance community without warning (and without refund in the case of a paid event).