

Policy on Inappropriate Dance Behavior

Approved on 23 October 2021

Definition

Austin Square and Round Dance Association (ASRDA) and member clubs strive to promote a square dance environment that is comfortable for all participants and free of inappropriate behavior. Square dancing involves physical closeness, physical contact (mainly on the arms, hands, and shoulders), eye contact while dancing, and friendly conversation during breaks.



Inappropriate behavior may include, but is not limited to:

- Inappropriate physical contact
- Intentionally hurting others or acting in ways likely to hurt them.
- Unwelcome sexual attention
- Intoxication
- Dancing in a way that puts other dancers at risk of injury.
- Verbal comments that are demeaning, disempowering, or discomfoting based on appearance or identity.
- Unwanted or unwelcome behavior (sexual or otherwise) which makes a person feel offended, humiliated, or intimidated.

- Yelling or swearing at others or using language reasonably expected to make another person feel inferior.
- Stalking, deliberate intimidation, or unsolicited following.
- Ignoring reasonable requests to change one's behavior.
- Advocating for or encouraging any of the above behaviors
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We recognize that all dancers occasionally make a mistake, resulting in inadvertent inappropriate behavior. This policy is not aimed at such accidental mistakes. This policy is intended to address the dancer who **repeatedly** acts inappropriately to the point of endangering or intimidating those around him or her.

Enforcement

- 1. Anyone who is asked by another dancer to stop an inappropriate activity is expected to comply immediately.**
- 2. If the offending dancer continues the activity or verbally attacks or insults the harassed dancer, the one who is the recipient of inappropriate behavior should report the behavior to club or association leadership or a person who has been designated to handle inappropriate behavior.**
3. When leadership is made aware of a dancer who acts inappropriately with other dancers, the first action should be for the **leadership, club president or board member to address the behavior with the offending dancer away from other dancers, but with a witness present.** The dancer is to be informed that if the behavior continues, he/she will be asked to leave.

4. Let the dancer know that ASRDA has a policy on Inappropriate Behavior and Dress and such behavior will not be tolerated.

5. **The police may be called if the individual refuses to stop the behavior and is asked to leave or becomes enraged and refuses to leave.** This decision is up to the discretion of the club president or person in charge of the dance.

4. Every club has the right to refuse entrance to anyone who has displayed inappropriate or dangerous behavior in the past and has refused to correct the behavior.

5. It is recommended, but not required, for the **club president to document the date, time, offending individual's name, the offending or dangerous behavior and what was said to and by the individual to prevent denial of the incident on a future date.**

6. An offending individual may be allowed to return to a club if he/she agrees to dance safely and respectfully. It is up to the club president or person in charge of the dance to make this decision.

It is hoped that this policy will rarely have to be used. Talking with an offending dancer for the first time in as non-confrontational a way as possible and clearly defining "inappropriate and unacceptable" behaviors and the reason the behaviors are a concern will hopefully deter any further inappropriate behavior from offending dancers.