

DSA EVENT CODE OF CONDUCT

Introduction

The Dance Studies Association (“DSA”) is committed to providing a professional environment that is free from harassment and discrimination in which all individuals, including members, employees, and volunteers, are treated with respect and dignity. Each individual has the right to be in a professional atmosphere free from unlawful harassment, discrimination, and retaliation.

This policy applies to conduct by members, employees, and volunteers of DSA, including but not limited to officers, directors, members of committees, speakers, exhibitors, sponsors, members, attendees, volunteers, and employees. It applies to complaints of harassment or other conduct involving the treatment of DSA staff by members, employees, and volunteers of DSA as well conduct that involves members, employees, and volunteers of DSA at or in connection with all DSA events, including but not limited to board, committee, chapter, division, and caucus meetings, conferences, and all other DSA programs, online forums, events, and activities, whether in person, via telephone, video, online, or otherwise (collectively, “DSA events”).

DSA is committed to providing a safe and productive environment free of discrimination, hostility, harassment, and retaliation based on race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, physical appearance, body size, or any other characteristic protected by law.

DSA has a zero-tolerance policy for discrimination, harassment, and retaliation and is committed to enforcing this policy vigorously, consistently, and objectively at and in connection with all DSA events.

Participants are expected to:

- Treat others with respect and courtesy, and avoid dominating discussions.
- Welcome differing perspectives and communicate openly and civilly.
- Be mindful of how their position or experience may affect others.
- Respect requests for privacy regarding photos and recordings.
- Immediately comply if asked by a DSA or session leader to stop a behavior.
- Report concerns promptly so DSA can address them.
- Abide by all policies and procedures of DSA
- Follow the rules of the event venue.

Prohibited Conduct:

As a professional organization, DSA is committed to diversity, equity, professional treatment of

ideas, and respectful treatment of all members, employees, and volunteers at or in connection with all DSA events and in the DSA offices. DSA seeks to provide a professional atmosphere in which diverse participants may learn, network, and otherwise participate in an environment of mutual respect. Conduct that is prohibited includes but is not limited to:

- Harassment or intimidation based on race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, physical appearance, body size, or any other characteristic protected by law (as defined in the DSA Anti-Harassment and Anti-Discrimination Policy)
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking, or unsolicited physical contact (as defined in the DSA Anti-Harassment and Anti-Discrimination Policy)
- Harassment, intimidation, or coercion based upon a position as a board member, employee, or any position of influence
- Abusive, lewd, or threatening conduct
- Bullying, harassment, or unprofessional conduct toward members, employees, volunteers, or other participants at DSA events or in the DSA workplace
- Physical violence or threats of violence
- Sexually charged communications or conduct

Reporting Acts of Harassment, Discrimination, or Retaliation

DSA encourages reporting of all perceived incidents of harassment, discrimination, or retaliation, regardless of the offender's identity or position. Individuals who believe they have been the victim of such conduct should report their concerns to the Executive Director, or to any DSA officer or staff person. DSA encourages individuals to advise the offender that their conduct is unwelcome and to request that it be discontinued, if they feel comfortable so doing. Anonymous reports will be accepted and acted on, but DSA encourages non-anonymous reporting wherever possible. An individual making a complaint may be asked to put the complaint in writing promptly after reporting unwanted conduct.

In the event that an individual feels that their physical safety is in jeopardy, DSA encourages the individual to contact the appropriate law enforcement agency immediately.

Any reported allegations of harassment, discrimination, or retaliation will be investigated promptly. The investigation may include individual interviews with the parties involved as well as witnesses to the conduct.

DSA will maintain confidentiality to the extent consistent with appropriate investigation and corrective action.

If it is determined that an individual has engaged in prohibited conduct, the DSA Board of Directors, or the appropriate committee or staff designee, shall determine the appropriate action to be taken, which may include, but is not limited to:

- Private reprimand
- Expulsion from the DSA event without warning or refund
- Implementation of conditions upon attendance at future DSA events
- Removal of the individual as a board member or other volunteer leadership position
- Temporary or permanent ban on holding DSA leadership positions
- Temporary or permanent restriction from attendance at or participation in future DSA events
- Temporary or permanent ban on contacting DSA staff and/or volunteer leaders
- Suspension from or revocation of membership in DSA, pursuant to and consistent with the DSA Bylaws

Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation and is strictly prohibited. Acts of retaliation should be reported immediately and will be promptly addressed.

Reinstatement

A Participant whose membership has been suspended or cancelled may apply for reinstatement in writing.

- Timing: After a suspension ends and any stated conditions are met. After a cancellation, no earlier than one year, unless DSA Leaders specify otherwise.
- Contents: The application should address the conduct, show understanding of its impact, and describe any steps taken to address it.
- Decision: DSA Leaders will review the application and respond in writing. They may approve it, deny it, or approve it with conditions (such as a probationary period).
- No guarantee: Reinstatement is not guaranteed. DSA Leaders retain full discretion to deny an application, including a repeat application.