

PCDC Code of Conduct *(adopted 2024-03-19)*

PCDC strives to be an inclusive, welcoming, and safe community environment in which people are treated with respect. Everyone attending a PCDC event or meeting should be able to dance and socialize in a safe and supportive atmosphere. In keeping with our [Community Standards](#), this code applies to everyone: board members, organizers, callers, musicians, dancers, and attendees.

- **Be welcoming to everyone.** Respect that people have different levels of experience, come from a variety of backgrounds, or may have physical limitations.
- **Dance in a safe and careful manner to avoid injuring others.** Dancing out of control or in a manner that risks injury or inflicts pain or discomfort on other dancers is not acceptable. Don't force people into dance moves or positions. Respect any requests from others to stop anything that makes them uncomfortable.
- **Seek consent and respect others' boundaries.** No means no.
- **Avoid discrimination and harassment of all forms.** Threats, intimidation, or demands, verbal and physical harassment, and unwelcome sexual words or actions are not tolerated.
- **Please come fragrance free.** Some folk have medical reactions to scents or chemicals.
- **Please arrive and remain sober.**
- **Weapons, hate speech, and illegal activities are prohibited.**

Anyone who fails to adhere to this Code will be made aware of the concerns and will be given suggestions for addressing the issue. Repeated or blatant disregard for these guidelines may result in:

- Revocation of membership or barring from membership
- Ejection from a PCDC event
- Suspension from PCDC events for a set period of time
- Banning from PCDC events permanently
- These decisions may be shared with other organizers

We would like to offer people opportunities to change and grow after receiving feedback, but there are certain instances where we can no longer allow someone to participate in our events without putting others' safety at risk. Some types of behavior are unacceptable to a degree that they require immediate expulsion from the event and/or banning from future events.

Reports about any of these matters may be made to any member of the organizing committee of the event or to a member of the Board of Directors. According to PCDC policies and procedures, a timely investigation of the complaint and determination of the appropriate course of action will be made.

For our full Community Standards, go to <https://portlandcountrydance.org/files/PCDC-CommunityStandards.pdf> or use the QR code.



PCDC Code of Conduct - How We Can Help *(adopted 2024-03-19)*

If you feel that someone at a PCDC event has violated the Code of Conduct or has otherwise made you feel uncomfortable or unwelcome, we encourage you to talk directly to the person involved. They may be unaware that they made you uncomfortable and may be willing to listen and learn. If that is not possible or does not resolve the issue, please talk to an organizer with your concerns. In consultation with you, a committee or board member will determine what can be most helpful. An organizer can join you in conversation with the person, talk to the person without you, or take another course of action chosen in consultation with you. The more details you provide, the more effectively we can address the situation.

Please talk to us even if you don't want us to change anything or approach anyone. We won't know if there is a pattern of inappropriate behavior unless people tell us about single incidents. If you would warn your friends to avoid someone, it is worth talking to an organizer.

If you aren't able to report an incident in person, don't hesitate to reach out electronically through any of these means:

- Feedback form (optionally anonymous): portlandcountrydance.org/contact
- Contra dances, Megaband, Raindance: contra-chair@portlandcountrydance.org
- English dances, ECD Ball, NW Passage: ecd-chair@portlandcountrydance.org
- PCDC Board: president@portlandcountrydance.org
- Board & Committee member list: portlandcountrydance.org/board-members

If the issue is not immediately resolved, members of the relevant organizing committee, in consultation with you, will handle the issue per the PCDC safety policy and procedures. We will always follow up with you.

Confidentiality

We will not share details with anyone who does not need to know for purposes directly related to our handling of your concern. Please let us know if you have particular concerns around confidentiality.

[Based heavily on documents from the South Bay Grange contra dance in Olympia, Washington, and the Bay Area Country Dance Society in California.]