

Germantown Country Dancers offers English Country Dancing and allied dance forms in the greater Philadelphia, Pennsylvania, area. We are a nonprofit, educational organization dedicated to the enjoyment, teaching, study, preservation, and continuing evolution of English and American traditional and historic dance, music, and song.

We provide a community environment in which all participants should be treated with respect. Our environment should be one of mutual trust with the absence of intimidation or exploitation. Community members should be able to dance, play music, and socialize in a safe and supportive atmosphere. We want to create a space where everyone can grow as dancers, leaders, and musicians and where everyone can enjoy participating and socializing safely. To make this happen, we all need to agree to a few shared expectations.

This Code of Conduct prohibits inappropriate behavior in all forms, and the GCD Board will take appropriate and prompt action in response to complaints or knowledge of violations of this policy. Community members who have such complaints should take them to a board member. The board will make every effort to talk with all involved to understand the situation.

Inappropriate behavior is defined as behavior that injures, intimidates, harasses, or otherwise threatens people in our community. This can be verbal, physical, or sexual in nature, and directed toward dancers, musicians, volunteers, dance organizers, board members, or any person or performer working for or on behalf Germantown Country Dancers.

Aggressive or negative behavior that, in the opinion of the targeted individual or group, impairs their ability to safely engage with the community will be considered by the Board as a possible violation(s) of the Code of Conduct.

We recognize that all dancers occasionally make a mistake, resulting in inadvertent inappropriate behavior. We also recognize that some community members behave inappropriately more often than others, creating a higher probability of injury or insult to their fellow community members. This policy is not aimed at such accidental mistakes. This policy is intended to address the individual who repeatedly acts inappropriately to the point of endangering or intimidating those around them.

We would always prefer to talk with the person who is behaving inappropriately, to educate, inform, discuss, and ultimately to alter that person's behavior so that the discomfort or danger to others is minimized. We recognize, however, that not everyone is willing to listen or willing to

change their behavior for the safety or comfort of others. This official policy is intended for those participants.

The GCD board may act in response to violations of this policy, including:

- A warning
- A temporary suspension from GCD events
- A permanent removal from GCD events