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