

Moov Ottawa Dance

Code of Conduct Policy

Policy Statement

- Moov Ottawa Dance's priority aims to provide exemplary services and a healthy and safe environment to all members of the community and public through Street Dance and Culture. Moov addresses the needs of dancers while promoting a respectful and harassment-free space between the leaders and the community. In order to achieve these objectives, any inappropriate behaviour from members of the public will not be tolerated and they may be removed from facilities used by Moov. Similarly, their actions will be addressed in a manner that prioritizes the health and safety of the masses and is done in a clear, consistent and respectful manner of all parties.

Objective:

- The object of this Policy is to provide Moov Ottawa Dance and the Street Dance community direction and guidance in regards to handling inappropriate behaviour

Purpose:

- This policy contributes to Moov Ottawa's prioritization of the health and safety of the Street Dance community and its members. This policy is guidance for any individuals attending Moov Ottawa Dance's events which include performances, open practices, dance battles, community events, school programming, classes and workshops.
- If a situation arises from unreasonable behaviour which may cause concern for the safety of other individuals, Moov Ottawa Dance will act accordingly and ensure the service or event is not disrupted and the health and safety of the masses are prioritized.
- The decision to classify someone's behaviour as inappropriate can fall under using comments (online or in person) or behaviours that are sexist, racist, homophobic, transphobic, using unwanted sexual advances, harassments, obsessive, violent and aggressive actions, but not limited to the listed. If Moov Ottawa Dance and/or its peers feel the environment is not safe due to any of these, the individual causing this uncomfortable situation will be addressed and possibly removed from attending the current space or future gatherings.

Application

- This policy is to be implemented in any setting organized by Moov Ottawa Dance and its peers. The following are circumstances that inappropriate and unwanted behaviour may take place in, at which this policy will be used, but not limited to:
 - Dance Battles
 - Open Practices
 - Performances and shows
 - Dance classes or workshops
 - School programs
 - Interactions at any Moov Ottawa Dance events or social gatherings
 - In-person communication rooting from Moov Ottawa Dance's events
 - Online communication, including email and social media

Examples of Inappropriate Behaviour

- Unwanted sexual advances and sexual misconduct
- Engaging in aggressive, violent, disrespectful and intimidating behaviour, bullying - online or in person, or harassment
- Threatening Moov Ottawa Dance's leaders or peers
- Causing distress to Moov Ottawa Dance's leaders or peers, which could include use of hostile, abusive or offensive language
- Unreasonable fixation on an individual in the community during any Moov Ottawa Dance's events, social gatherings or online
- Providing inappropriate and unwanted gifts to individuals in the community
- Use of drugs, alcohol or any substance within any public event that causes the person of concern to disrupt the gathering or cause distress to other attendees
- Manipulation by adults ages 18+ to youth who are under age
- An individual that has been requested to leave the event continues to attend

If an incident presents an immediate threat, contact 9-1-1, inform the staff at

the facility or event and inform Alea de Castro or Arnaldo Betancourt Silva of Moov Ottawa Dance

Responsibility

- Users of this policy are required to document the actions of the individual, their own actions in as much detail as possible
- For situations that does not involve immediate action, such as calling 9-1-1, other actions the community member can take are such:
 - If a community member experiences or witnesses any incident or behaviour that makes them feel uncomfortable, if they are confident in their decision, they may take initiative and speak to the individual who is behaving in an inappropriate manner to ensure they acknowledge their actions and to stop
 - If the community member who is being affected by an unwanted behaviour is uncomfortable with speaking to the person of concern, they should speak to Alea de Castro or Arnaldo Betancourt Silva with supporting material about the situation, thus the situation will be addressed
 - If the community member cannot speak to Alea or Arnaldo directly, they should inform the staff of the facility or another peer who can assist with the situation
- For situations that does not involve immediate action, such as calling 9-1-1, other actions Moov Ottawa Dance's leaders can take are such:
 - Review the information provided by the community member(s) and determine if the person of concern's behaviour warrants a discussion on site, a discussion in other setting, create restrictions for future gatherings or an immediate removal from the event
 - If applicable, ensure compliance with any other relevant duties from the venue's or host facility's own Code of Conduct
 - Debrief with the effected members of the inappropriate behaviour to ensure a safe, comfortable and improved environment moving forward
 - Address the station to the community (in person or on social media) if the unwanted situation should be a collective and ongoing concern

Course of Action

- Information Review:

Wednesday, December 1, 2021

- Moov Ottawa Dance will collect information and determine any details of the situation such as:
 - The individual's circumstance, level of competency, literary or social skills, etc. that may be known to Moov Ottawa Dance and their peers
 - The individual's physiological state. Ex: if they are intoxicated or under the influence of a substance
 - Inquire if this situation has been dealt with in the past and if the previous actions were an appropriate decision which Moov Ottawa Dance could follow suit
 - If applicable, whether the individual is behaving inappropriately as a one time situation or if this is a pattern
- Notice:
 - Addressing the situation pre or post event or gathering:
 - Sending an email, social media message or letter for warning to the individual indicating that the behaviour/requests are in violation of this policy and that restrictions may be implemented should they continue
 - Sending an email, social media message or letter of notification to the individual indicating that the behaviour/requests are in violation of this policy and that they are restricted from attending any of Moov Ottawa Dance's events or social gatherings
 - In addition to both, the messages sent to the individual will have the documentation of proof of their behaviour
- Potential restrictions:
 - Limiting the individual from attending any events, social gatherings, classes or battles
 - Limiting the individual from any contact with Moov Ottawa Dance's leaders and peers
 - Requiring any face-to-face interactions between the individual and Moov Ottawa Dance or their peers in the presence of another community member in public spaces

Wednesday, December 1, 2021

- Refusing access to facilities used by Moov Ottawa Dance and its peers
- Refusing to address false complaints or request for services such as attendance to dance classes or events
- Instructing Moov Ottawa Dance's peers to severely reduce or completely cease responses to the individual
- Pursuing legal action including notifying security on site or calling 9-1-1

Monitoring:

- Moov Ottawa Dance's leaders will monitor these situations and the individuals who are of concern on a event-by-event basis or when concerns may arise again

If you are experiencing any unwanted and inappropriate activity from an individual during Moov Ottawa Dance's gatherings or events, please use this as your guide and speak to Alea de Castro and Arnaldo Betancourt Directly for support and guidance.