

Code of Conduct
of
Albuquerque Queer West Coast Swing, Inc.
a 501(c)(3) Nonprofit Corporation

Preamble

Albuquerque Queer West Coast Swing, Inc. (“ABQueer WCS”) is dedicated to bringing the joy of West Coast Swing to the queer community of Albuquerque, and the joy of queerness to the West Coast Swing community of Albuquerque. ABQueer WCS is committed to providing a safe, welcoming environment for everyone.

Events hosted and operated by ABQueer WCS are intended for people who identify as queer, identify with the challenges queer people face in society, their loved ones, and supporters of the queer community.

This Code of Conduct was created by utilizing available community resources, including [SwingDiversity’s policy toolkit](#).

Standards of Conduct

By attending events operated by ABQueer WCS, attendees agree to abide by the following standards of conduct:

- 1. Respect and Inclusion.** Treat all participants with dignity and respect. Discrimination or harassment based on race, ethnicity, religion, national origin, age, sex, gender identity or expression, sexual orientation, disability, marital or veteran status, dance skill level, or any other protected status is not tolerated.
- 2. Safe Conduct.** Practice safe and respectful social dancing. Obtain consent before initiating physical contact. Accept or decline dance invitations gracefully. Avoid reckless or harmful behavior on or off the dance floor.
- 3. Positive Community Engagement.** Support a friendly, energetic, and welcoming atmosphere. Refrain from disruptive, intimidating, or aggressive behavior.
- 4. Compliance with Policies and Law.** Follow all ABQueer WCS policies, event rules, and applicable laws.

Reporting Misconduct

If you experience or witness a violation of this Code of Conduct, we encourage you to submit

a report via our [Instant Feedback Form](#):



You may submit this form anonymously, on behalf of yourself or others, and request how you would like your report to be handled.

You may also notify an event organizer, Board member, or designated safety officer.

Reports will be handled promptly and with care.

Violations and Consequences

Violations of this Code of Conduct fall into one or more of three levels:

Violation Categories	
Level 1	Unwelcome behavior, including, but not limited to: <ul style="list-style-type: none">❖ Attempting inappropriate patterns or moves without consent, such as dips or aerials;❖ Aggressive or unwelcome physical actions, such as grabbing or unintentional inappropriate placement of hands, and;❖ Verbal misconduct, such as repeated unintentional misgendering and discriminatory comments.
Level 2	Unwelcome, unsafe, or aggressive behavior, including, but not limited to: <ul style="list-style-type: none">❖ Unwelcome verbal or physical actions, and;❖ Unwelcome sexual advances.
Level 3	Unwelcome, unsafe, or aggressive behavior, or actions that may warrant a legal response, including, but not limited to: <ul style="list-style-type: none">❖ Physical or sexual assault;❖ Inappropriate verbal or physical actions with minors, and;❖ Stealing from or intentionally damaging the venue(s) at which an ABQueer WCS event is hosted or operated.

Standard consequences for violations of each level include, but are not limited to:

Consequence Categories

Level 1	Acknowledgement of harm and a stated commitment to improve.
Level 2	In addition to Level 1 consequences, a commitment to a concerted effort to improve. For example, receiving additional instruction on proper hand placement from instructors before attempting on the dance floor.
Level 3	In addition to Level 1 and Level 2 consequences, a temporary or permanent ban from community events.

When more than one violation is performed, whether simultaneously or over a period of time, consequences may be increased. For example, repeated unintentional misgendering may result in level 2 consequences. Repeated intentional misgendering may result in level 3 consequences.

If ABQueer WCS is aware of inappropriate misconduct outside of events hosted or operated by ABQueer WCS, ABQueer WCS reserves the right to impose consequences. For example, if an individual commits sexual assault outside an event operated by ABQueer WCS, ABQueer WCS reserves the right to ban that individual from all events operated by ABQueer WCS.