

Formal Safer Space & Grievance Policy

For the Adelaide University Swing Dancing Club

Our Safer Space

The AUSDC is dedicated to providing an environment in which everyone can enjoy themselves, be included and feel safe. Most importantly, we ask and expect that all our members respect and be respected by each other.

To ensure a safer space for all our members, we ask that the guidelines below are followed:

- All dancers, regardless of their level of experience or dance ability, are welcome and entitled to respect for their personal and physical boundaries both on and off the dance floor.
- Harassment, abuse or assault of any kind will not be tolerated.
- You are free to accept or decline dances with whomever you wish. If someone declines to dance with you, please respect their decision and try not to take it personally.
- When asking for a dance, consider asking your partner if they would like to lead, follow or switch.
- Tell your partner if you they are making you feel uncomfortable, unsafe or are physically hurting you.
- If your partner is feeling uncomfortable or unsafe, listen to them, apologise and stop whatever it is that is making them uncomfortable, unsafe or physically hurt.
- Look after your partner and yourself on the dance floor. Be aware of other dancers in the space, and avoid movements which could hurt your partner or others around you.
- Never lead or back-lead a partner in a Dip or Aerial without their consent.
- If you observe or experience inappropriate or unsafe behaviour, talk to an AUSDC committee member.

Members not following the guidelines above will be warned about their actions. Offenders may also be asked to leave an event, be barred from future events, have their membership revoked and in serious cases have their actions reported to the University and/or Law Enforcement as per our grievance policy.

Grievances

The following details the AUSDC's procedure for handling complaints, concerns & grievances regarding the actions of our members and aims to ensure a uniform approach to handling such grievances.

Raising a Grievance

1. Try raising the issue with the offending person. If you do not feel comfortable doing so, are not happy with their response, or have experienced the issue multiple times;
2. Notify a committee member, or send an email to info@theausdc.org. We recommend this is done as soon as possible after the incident.

How the AUSDC handles Grievances

1. In the first instance, and for minor grievances, a committee member will discuss the issue with the offending person and may give a warning.
2. For repeat offences following a warning and more serious grievances, the offending person will be warned and may be asked to leave the event or class.
3. For serious offences and additional repeat offences, the offending person will be asked to leave the event or class and be barred from one or more future events or classes depending on severity of the offence(s).
4. For major offences, such as abuse or assault, as well as further repeat offences following barring, the offending person will be have their membership revoked and be banned from future events.

In the case of serious offences, these should be brought to the attention of a committee member as soon as possible so that appropriate and/or further actions may be taken.