

BTO OPEN CODE OF CONDUCT

The BTO Open is an event for every participant to enjoy. All staff, volunteers, and participants shall adhere to the following guidelines.

Inclusivity

Treat all people with respect. This community is for everyone regardless of race, age, level of dance, sexual orientation, gender/gender identity, disability, physical appearance, religion, or anything else. We do not tolerate harassment or threats of any kind. Any situation which makes another person feel unsafe or uncomfortable is unacceptable and can be considered harassment. Please report any activity that threatens you.

COVID Measures

We follow Ontario Medical regulations and recommendations. Please respect the choices others make to feel safe.

Asking to dance

If you would like to dance with someone, ask respectfully. If you wish to decline a dance, be respectful. If you are turned down for a dance, please respect that decision. If you say no to a dance, be kind and maybe try and follow up later to have that dance. If at any point in a dance, you feel uncomfortable or unsafe, please inform your partner with a suggested adjustment. You should excuse yourself if the situation continues.

Physical Safety

Be respectful of those around you on the dance floor. If you bump into someone, apologize. If you hurt someone, apologize, and make changes to keep it from happening.

Partnerships

Never offer or ask if you may offer advice or instruction on or off the dance floor in class or social dancing.

Personal boundaries

Respect the boundaries of other people, they may not be the same as yours. Just because you see someone do something with someone else does not mean they will want to do it with you. If you are unsure of someone's boundaries, or can not tell from their nonverbal cues, then ask them.

Intoxication

Remember that alcohol and other substances can make it harder to judge boundaries accurately; please **be mindful of your limits** so that you can be mindful of others. BTO Open staff shall remove from the venue those found to be overly under the influence of such drugs.

What to do

If you or someone is subjected to harassing behaviour or unacceptable behaviour, **please seek out any BTO Open staff member so they can contact the Event Director**—or you can contact the ED directly. If things persist, please tell us. All incidents and actions taken are documented. The documents are treated as Protected B. We promise to treat all reports with confidentiality and sensitivity.

Consequences

Anyone asked to stop unacceptable or harassing behaviour is expected to do so immediately. Actions that compromise the safe and respectful environment of this event are not acceptable from any member of our community including attendees, performers, volunteers, contracted staff, or hotel staff and guests. Interventions may range from talking to the offending person to eviction without warning, compensation, or refund. We will contact local authorities when an offence warrants.

Scent & Hygiene

Out of respect for those with allergies, we request attendees to refrain from using scented products especially perfume, cologne, and products that contain these.

Please use deodorant—natural, fragrance-free, and roll-on varieties are preferable.

Bring extra shirts to replace soaked shirts; use the restrooms to wash off and reapply deodorant; and use mints and gum to stay fresh for your partners. Wash hands frequently.

Other

Be respectful to staff and Event Associates at all times. They make this event run. Instructors may come from different backgrounds and teach the same topics differently, both may be correct methods. Some people working our event speak English as a second language which may hinder communications.

Venue restrictions

Please respect our licensed venue and the contract that we have with the hotel.

- No outside food and alcohol are allowed in the ballroom.
- Our dance parties must end at 6:00 a.m.
- The venue is a busy public space where we cannot control airborne, food, or scent allergens in that environment.

Dispute Resolution

We strive to resolve issues that parties experience as unfair treatment by or between BTO Open, staff and contractors. Should an issue not be resolved to the satisfaction of the parties involved, dispute resolution shall be offered. If both parties agree, the Event Director will arrange a dispute-resolution session before the event ends.