



CODE OF CONDUCT LGBTIQ+ Elders Dance Club

All The Queens Men (ATQM) is dedicated to creating an inclusive environment for everyone, regardless of cultural background, ethnicity, religion, disability, sexual orientation, intersex status, gender identity, as well as gender expression, parental status, marital status, neurodiversity, or physical appearance.

At **LGBTIQ+ Elders Dance Club (Dance Club)** we are committed to providing a welcoming, positive and safe experience for lesbian, gay, bisexual, transgender and gender diverse, intersex, asexual and queer (LGBTIQA+) people and all allies, to live as their authentic selves, without judgement, without discrimination and free from harassment.

Dance Club welcomes a wide variety of attendees with varying identities, views and experiences so it is important that everyone has a common understanding of appropriate behaviour.

All attendees of Dance Club MUST follow this Code of Conduct.

If you think you might have difficulty understanding or following this code of conduct, please let us know before the start of the event so that we assist you.

PLEASE NOTE - IF THERE IS AN EMERGENCY – STAFF, VOLUNTEERS AND PARTICIPANTS SHOULD CALL 000.

Principle 1 – Respectful behaviours

1. Inappropriate language, shouting, swearing, harassing, inappropriate touching, threatening or humiliating behaviour (verbal, physical or sexual) towards others is NEVER unacceptable.
2. Consent must always be sought and the response must always be respected.
3. Attendees have the right to safely leave Dance Club at any time without explanation.
4. Any attendee who causes damage to property will be held liable.
5. The use or possession of illicit drugs is never permitted during Dance Club
6. The behaviours of others are never justification for anyone to break this Code of Conduct in response.

Principle 2 - Respectful communication

1. Respect each other's identities, names and pronouns at all times. If you are unsure of the pronoun someone uses ask them or avoid gendered language, e.g. use "they" instead of "he" or "she".
2. Be inclusive and supportive of those who are less confident or who have communication difficulties so that everyone can contribute.
3. Friendly constructive discussion is welcomed but personal insinuations, insults and demeaning or argumentative comments are not acceptable.

Principle 3 – Embracing equality and diversity

1. Accept people's self-identified gender for all purposes.
2. Everyone is entitled to use whichever toilet they self-define as most appropriate for their gender identity and gender expression.
3. Avoid negative comments, assumptions and stereotyping of people on the basis of their gender identity, gender expression, gender reassignment, sexual orientation, race, ethnicity, nationality, class, disability, religion, beliefs, age, accent or culture.

Principle 4 – Respecting confidentiality

1. Keep personal information about others private and only share if they have given you permission.
2. Get permission before publicly identifying any event attendee, including on personal blogs, websites and social networking sites, eg: Facebook, Instagram etc.
3. Ensure you have permission from everyone with their face visible in photography or film before taking any photography or filming.



4. If you believe someone has photographed, audio recorded or filmed you without your permission, you may ask them to delete the image/recording or urgently contact any of the event organisers for assistance.
5. For safety and reporting purposes it is mandatory for ATQM to capture appropriate contact information for ALL attendees at Dance Club. ATQM will not share any information about any attendees without permission unless deemed necessary due to safety concerns.

What happens if the Code of Conduct is broken?

Please let us know as soon as possible if you experience or witness anything that makes you feel uncomfortable or which may be in breach of the Code of Conduct.

Even if you do not want anything done, please still let us know. If you are able you can tell us during the event by speaking to the appropriate staff or after the event by contacting: hello@allthequeensmen.net

Examples of things we can do with your consent:

- listen to you in a private space
- talk to the others involved
- ask for an apology
- ask them to leave you alone
- require them to not be where you are during the event
- exclude them from the rest of the event
- exclude them from future events.

Breaches of the Code of Conduct will be managed at the discretion of ATQM and appropriate event Partners.

If you have any questions contact: hello@allthequeensmen.net

Thank you for reading and following this Code of Conduct. We hope you enjoy your experience at LGBTIQ+ Elders Dance Club as a safe and joyful space for all.