



Spring Time Swing Code of Conduct

Welcome to Spring Time Swing, where West Coast Swing meets a community built on respect, safety, inclusivity, and friendship. This detailed Code of Conduct explains our shared values and expectations, making sure everyone feels welcome and can enjoy dancing together.

Mission Statement

At Spring Time Swing, we're more than just a dance event; we're a family united by our love for West Coast Swing. We prioritize mutual respect, safety, inclusivity, and community, striving to create a space where everyone feels valued and supported, regardless of age, race, sexual orientation, gender, neurotype, or physical ability. We strive to create an environment that celebrates diversity and encourages dancers with different backgrounds. Our mission is to cultivate a culture of trust and respect, where every dancer can thrive and express themselves freely.

Safety and Incident Reporting

Your safety and comfort are paramount to us. We have a reporting system where you can get in touch with contact persons or any employee on site with any concerns promptly and confidentially. If you encounter any situation that compromises your well-being or witness a violation of our Code of Conduct, please utilize our reporting methods:

- Reach out to any Spring Time Swing staff member for assistance. You can find staff at the event registration desk or at the DJ booth when registration is closed.
- Contact one of the individuals listed below via text or call. You can also ask the hotel or venue staff to help you find us.
- Report your concerns anonymously, if necessary, through our post-event survey or using this incident reporting <https://forms.gle/DEo4DvpDuR4pzs7k7>

We are committed to promptly addressing your concerns, listening to you, taking them seriously, and treating you with respect and confidentiality. Your feedback and contributions are invaluable in ensuring the safety and feel-good atmosphere of our event.

Psychological support:

Rachel Schubert
+33 6 51 88 72 47

Event Director:

Joshua Schubert
josh.j.schubert@gmail.com | 0049 162 3519046

Chief Judge:

Vivien Meublat
vivien.meublat@gmail.com | +33 6 29 51 68 48

Assistant Chief Judge:

Vanessa Bachmann
vanessa@managing-motion.com | 0049 15759097497



Code of Conduct: Core Values

Guiding Values:

Mutual Respect: Treat every dancer with kindness and consideration, irrespective of differences. Respect others' boundaries and preferences, fostering an environment of mutual understanding and acceptance.

Safety First: Prioritize the safety and well-being of yourself and others at all times. Practice responsible behavior on and off the dance floor, minimizing risks and preventing harm.

Inclusivity: Embrace diversity and create an environment where everyone feels welcomed and valued. Celebrate the unique identities and experiences of all participants, fostering a sense of belonging and acceptance.

Community Spirit: Cultivate connections and foster a sense of belonging among all participants. Engage in acts of kindness and support, creating a community where everyone feels supported and uplifted.

Behaviors Not Tolerated:

Discrimination or any form of prejudice will not be tolerated in any form. We strive to create a welcoming and inclusive environment where everyone feels respected and valued.

Physical harm, threats, or intimidation are strictly prohibited. We are committed to ensuring the safety and well-being of all participants, and any behavior that compromises this will not be tolerated.

Violation of explicit boundaries will not be tolerated in any circumstance. We respect and honor everyone's boundaries and expect all participants to do the same.

Consequences of Unacceptable Behavior:

If anyone is asked to stop behavior that is unacceptable or harassing, they must do so immediately. Actions that compromise the safe and respectful environment of this event are not acceptable from any member of our community: attendees, teachers, judges, performers, volunteers, or staff.

Depending on the severity, event organizers may intervene in various ways, such as talking to the offending person and requesting a change in behavior, disqualifying them from a contest or other event components, or asking them to leave the venue immediately without warning, compensation, or refund.

These conversations or actions may occur privately if deemed appropriate. If a situation warrants further action, information about it may be shared with other event directors, decision-makers, or local law enforcement officials. If you notice additional problems after initial reporting, please inform us. We want everyone to enjoy this event, and we appreciate your help and commitment to ensuring a safe environment for all.



Engage Others with Mutual Respect

Practice Consent:

Always seek explicit consent before initiating a dance or any physical interaction. Respect individuals' autonomy and preferences regarding dance roles and levels of intimacy.

Obtain consent before engaging in higher-risk dance moves or capturing media featuring other dancers. Respect individuals' right to privacy and consent when taking photographs or videos.

Respect Boundaries:

Honor personal boundaries and apologize sincerely if boundaries are inadvertently crossed. Refrain from offering unsolicited advice or criticism, maintaining a supportive and nonjudgmental atmosphere.

Respect the social dance floor as a space for dancing, avoiding behaviors that disrupt the dance experience. Be mindful of others' comfort and enjoyment, ensuring a positive and inclusive atmosphere for all.

If you've caused someone pain, say sorry, and think about how you can avoid doing it again. Maybe that means not dancing with them anymore, or speaking to your teacher about it.

Prioritize Safety for Yourself and Others

Be Mindful:

Consider others' sensitivities, such as allergies, and refrain from wearing strong fragrances or bringing allergenic substances into event spaces. Practice responsible substance consumption and refrain from participating in event activities if intoxicated.

Be mindful of crowd density on the dance floor to prevent collisions and ensure everyone's safety. Respect venue rules and regulations, prioritizing the safety and well-being of all participants.

We might do some wild stuff here, but just because you see someone doing something with someone else doesn't mean they'll want to do it with you! This goes for everything from close dancing to moves like dips, flirty talks, or simply agreeing to dance. If you're unsure about someone's limits or can't tell from their body language, just ask them. If you misread the situation and they tell you to stop, whether through words or gestures, like a facial expression or body language, then stop.



Take Care of Your Needs:

Prioritize self-care by resting, hydrating, and nourishing your body to maintain personal well-being.

Stay vigilant and alert to ensure the safety of yourself and others, reporting any concerns to event staff promptly. Work together to create a safe and inclusive environment where everyone can dance and connect without fear or hesitation.

Practice Respect

Maintain Awareness:

Be mindful of the diverse backgrounds and experiences of all participants, fostering a culture of empathy and understanding. Listen actively and with empathy, seeking to learn from the perspectives and experiences of others.

Asking for adjustments to ensure your safety and comfort during a dance is a way to work together with your partner to make sure everyone has a good time. It's different from giving someone feedback on their dancing without them asking, which is usually seen as impolite. If you find yourself frequently feeling uncomfortable during dances or receiving these kinds of requests, it might be helpful to talk to a teacher or someone you trust for support.

Be Open and Supportive:

Listen to and validate the lived experiences of others.

Around here, most people are happy to say yes when asked to dance, but it's totally fine to say "no" too. If someone doesn't want to dance with you, it's important to respect their choice and find another dance partner instead.

Commit to learning and growing from feedback, adapting your behavior to create a more supportive environment for all. Work together to dismantle barriers and create a culture of belonging where everyone feels valued and respected.

Cultivate Community

Spread Kindness:

Foster connections by engaging with others on a personal level, showing kindness and empathy in interactions. Include and welcome newcomers into the community, making efforts to alleviate feelings of isolation or exclusion.

Be proactive in building relationships and supporting your fellow dancers, creating a community where everyone feels seen, heard, and valued. Celebrate the diversity and richness of our community, embracing the unique talents and contributions of each individual.



Be Kind to Yourself:

Practice self-compassion and recognize your own limits, prioritizing your well-being during the event. Seek support and connection from fellow dancers or event staff if needed, ensuring you feel safe and supported throughout the event.

If you ever feel uneasy or not safe during a dance, you can let your partner know. You have the right to ask for changes or stop the dance early without needing to explain why.

Don't forget to take breaks and do things that make you good and relaxed. Dance happily and with energy, enjoying every moment, and have fun dancing West Coast Swing.

Express Appreciation:

Recognize and say thanks for good times, whether it's dancing, talking, or just hanging out together. Let's build a vibe of being thankful and positive in our group, lifting each other up and having each other's backs because we all love West Coast Swing.

Take the time to thank your dance partners, instructors, and event staff for their hard work and dedication. Share your appreciation openly and generously, spreading joy and positivity throughout the dance community.

EXPECTATIONS OF PROFESSIONAL STAFF

At Spring Time Swing, we pride ourselves on running events with the highest possible level of integrity and professionalism. It is important to us that our judges are expert and unbiased, and that our teachers understand that modeling behavior can be as important as teaching content. In your role as our professional staff, we entrust you not only with judging contests fairly and teaching great workshops, but also with engaging with other event participants in a way that reflects well on the credibility of your station with us and your own personal and professional integrity.

With these objectives in mind, we ask that you:

Give contestants your full, unimpaired attention during contests.

- Refrain from talking to other judges, or conversing with competitors, while you are judging. Consultations with the chief judge are an exception.
- Keep your phone off, and off the floor, when you are judging.
- Judge sober. Consuming alcohol prior to or during judging assignments, publicly or to the point that your judgment is in any way impaired in the opinion of the Chief Judge, is not allowed, and may be the basis for immediate dismissal from a judging panel.

Respect the work of our contest staff and your fellow professionals.

- Dress professionally for all judging assignments.
- Help us stay on time by checking in with the chief judge 15 minutes before each of your assigned judging sessions, and being prompt for workshops.
- Speak respectfully of your fellow staff at all times.
- Do not discuss placements until after those scores are posted.



Understand that you carry serious responsibility in your professional role.

1. Personal relationships with contestants, good or bad, may influence your judging or create the appearance of conflict. It is your responsibility to inform the chief judge of any close personal relationships you have with any contestants so we may recuse you from that panel.
2. Your position on our staff gives you influence over others and increases your level of personal responsibility:
 - a. Using your role as judge to coerce or exert undue influence on contestants, whether stated or implied, to take private lessons or coaching, or engage in sexual contact, is not ethical.
 - b. Because of your position, it is possible that dancers will turn to you for advice or to talk about problems.
Give your time to other competitors and if situations overwhelm you, contact the Chief Judge or Event Director.

You have a unique ability as admired professional staff to publicly model respectful behavior both on and off the competition floor. Please read and understand our Code of Conduct and be prepared to support our community in working together to create a safe, respectful environment for attendees, staff, and audiences alike. Since these responsibilities are fundamental to fulfilling your role as professional staff at this event, failing to meet any of these expectations may be considered grounds for dismissal by the chief Judge or Event Director. We expect that you will carry out these responsibilities with integrity.

Concerns about attendees or other staff members may be discussed in confidence with either event director or the chief judge at any time. Questions about your role, or about these guidelines, are always welcome. Thank you for being part of our team.

Conclusion

By upholding these values and behaviors, we create a vibrant and inclusive community where every dancer can thrive. Let's dance, learn, and grow together at Spring Time Swing and enjoy West Coast Swing in a safe and supportive environment for all.

Together, we can create memories, forge connections, and build a stronger, more inclusive dance community for generations to come.

Joshua Schubert
Event Director Spring Time Swing
25.04.2025