



Dansalliansen Code of Conduct

Welcome to Dansalliansen!

Dansalliansen offers a unique form of employment for professional freelance dancers. By also offering skills development and mediating meetings in collaboration with the sector's stakeholders, Dansalliansen contributes to strengthening dance in Sweden.

Dansalliansen should be a safe, welcoming, and inclusive space. At Dansalliansen, we meet as equal partners within the dance field. We do not accept any forms of victimisation, harassment, or discrimination. To clarify the expectations and responsibilities of everyone who operates within the framework of our organisation as employees, leaders, or participants - Dansalliansen has a Code of Conduct.

The following applies to those who operate within the Dansalliansen organisation:

We validate each other's presence.

Every person should feel respected and taken seriously. We treat each other in a professional manner and do not diminish others.

We show sensitivity and listen to each other. We express our needs and boundaries, and continuously take each other's boundaries into account. We respect each other's physical and mental integrity. We respect when someone says stop.

We consider differences in outlook, ideas, aesthetics, preferences, and perspectives to be an asset. We welcome an open culture of dialogue where one dares to have constructive conversations.

We take responsibility for our own actions.

We respect each other's time.

We act when we see or experience bad conduct.

Mutual responsibility

Research shows that those who have been subjected to bad conduct are more likely to behave badly towards others. It is therefore important to take mutual responsibility for promoting good conduct and preventing bad conduct.

Each employee and participant in Dansalliansen's activities has an obligation to follow the Code of Conduct when they operate within our organisation, and to contribute to a safe and inclusive space. Leaders have a particular responsibility to promote good conduct and to identify, prevent and act against bad behaviour.

Below are several suggestions of how you can promote a good working climate, or act if you or someone else is being treated badly.

If possible, try to speak up. If this does not help, or if you are in a situation where you assess that you are at risk of harm, you do not have to stay in the situation. Contact one of the staff at the Dansallians office, so that we can act on the situation based on the responsibility we have as an organiser and employer. If we are not physically on site, you can reach us via telephone 08-442 79 90 or info@dansalliansen.se

Some ways to promote good behaviour:

- Start workshops and meetings with roll call and/or sign-in. Ask if there is anything in the group that requires attention.
- Clarify rules and talk about consent regarding e.g. physical touch in work situations.
- Express your needs and boundaries.
- Make acting kindly towards others in a professional encounter a starting point.
- Be aware of jargon. Jargon can be exclusionary and turn into victimisation, harassment, and discrimination.
- Raise awareness of what you consider to be bad and disrespectful conduct and good and respectful conduct.
- Your actions can be experienced in a different way than what you meant. Listen to each other. An apology can go a long way.

Some tips on how you can deal with bad conduct:

- **Draw attention.** Describe how you perceive the situation. Pointing out and making the behaviour visible is often the most effective way to overcome it.
- **Ask** the person what they meant by their statement/behaviour.
- **Be Specific** about what you would like the person to do differently.
- **Support each other.** Everyone in a group is responsible for ensuring that bad behaviour does not take hold.
- **Reflect** on your own behaviour.