

# (DRAFT) RSCDS Queensland Branch Code of Conduct

For consideration and endorsement by members at the next AGM



## Background

The RSCDS Queensland Branch (the Branch) aims to bring people together in the enjoyment of Scottish country dancing and music.

Branch members should act in a way that furthers the reputation of the Branch and the general appeal of Scottish country dancing and music. The Code of Conduct has been developed so that members:

- understand the behaviours expected of them, and
- know that they will be supported if they report a breach of the Code.

Compliance with the Code of Conduct will help ensure that the Branch continues to meet its aims with integrity and compassion.

[The Code of Conduct supplements the Branch [Constitution](#) and should be read together with [Class tips](#) Social dancing tips on the Branch website.]

## Expected Behaviours

### 1. Kindness, Respect and Dignity

- Treat everyone with dignity and respect.
- Do not use sexist, homophobic, transphobic, ableist or racist language.
- Embrace diversity and inclusion by recognising the value of different perspectives and fostering an environment where everyone feels welcomed, heard and valued.

### 2. Integrity and Accountability

- Act with honesty, transparency, and fairness in all dealings.
- Be accountable for your actions and decisions. Acknowledge mistakes and take the opportunity to learn from them.
- Maintain confidentiality and respect other people's privacy, especially when handling sensitive information.

### 3. Best Behaviour

- Uphold the reputation of the Branch by maintaining high standards in all interactions whether as a teacher, committee member, dancer or generally as a branch member.
- Ensure that your language, behaviour, and actions (face-to-face and written) are respectful and appropriate at all times, avoiding any form of discrimination, harassment or bullying.

- Collaborate constructively with others sharing knowledge and resources to advance the Branch.
- Ensure everyone feels valued and can take part in Branch activities according to their ability.

#### **4. Commitment to Branch values**

- Work with dedication, passion, and a focus on delivering positive outcomes for the Branch.
- Ensure that resources, including time, funds, and personnel, are used efficiently and effectively to achieve goals.
- Avoid any actions that may compromise or harm the Branch's credibility.

#### **5. Health and Safety**

- Prioritise the safety and well-being of everyone involved with Branch activities including Branch members, other dancers and the general public.
- Follow all health and safety protocols to create a secure and supportive environment, particularly in high-risk or challenging situations.
- Report any hazards, incidents or safety concerns immediately to a teacher, Management Committee member or other person in charge of an activity.
- Follow the [Health and safety advice](#) on the Branch website.

### **Breaches of the Code**

- People who experience or observe inappropriate behaviour will be protected from retaliation when they raise their concerns.
- If you feel someone has breached the Code of Conduct, speak to them and try to resolve the issue in a courteous and respectful manner.
- Alternatively, the behaviour can be reported to a member of the Management Committee. That person will act fairly, promptly and confidentially to address the issue and will keep you informed about their actions. All actions of the Committee member, including the outcome, will be recorded in writing.
- Depending on the severity of the violation of this Code, disciplinary action may follow and, in a worst-case scenario, membership may be terminated in accordance with rules 10, 11 and 12 of the Constitution.