



rscdsboston.org
Boston, Massachusetts USA

Non-discrimination Policy

The Scottish Country Dance Society of Boston, Inc., also known as the Royal Scottish Country Dance Society (RSCDS) Boston Branch, is committed to at all times providing an inclusive and welcoming environment for all members and guests. To that end, RSCDS Boston Branch does not and shall not discriminate on the basis of race, color, religion (creed), national origin, age, gender, gender identity or expression, sexual orientation, genetics, disability, marital status, or military service, in any of its activities or operations. These activities include, but are not limited to, the selection and hiring of teachers and musicians, the selection of volunteers and vendors, and election to and termination from its Executive Board.

Policy Regarding Participation in Branch Events

RSCDS Boston Branch is committed to being an organization that is free from bias, prejudice and harassment – whether verbal, physical or visual. To uphold this commitment, each member or guest of the organization is responsible for creating and maintaining an atmosphere free of discrimination and harassment, sexual or otherwise.

Classes and events sponsored by the RSCDS Boston Branch are intended to be pleasurable occasions for learning and enjoying the performance of Scottish Country Dancing. To foster those goals and to ensure the safety of all, the Branch expects that everyone attending its events will conduct themselves courteously and with appropriate respect for other participants.

Physical contact and flirting are integral parts of Scottish Country Dancing, but it is important to be sure that everyone involved is a willing participant, both on and off the dance floor. If someone is making you uncomfortable by touching you, flirting with you, making suggestive comments, following you, etc., you are

encouraged to inform the event organizers or any member of the Executive Committee, who will address the issue.

The RSCDS Boston Branch reserves the right to expel from an event any person who is unable to conform to these standards or whose behavior is determined by the event organizers or the Executive Committee to be offensive, dangerous, or disruptive to the enjoyment of the event by other participants. If a person is required to leave an event for any of these reasons, no refund of registration or other fees will be made. Repeated offenses, or individual blatant and deliberate offenses, may result in a ban from future Branch events at the discretion of the Executive Committee.

Alcohol Policy

State laws prohibit the consumption of alcohol by anyone under age 21 and imposes severe penalties for supplying alcoholic beverages to such a person. It is the stated policy of the Boston Branch to ensure that participants in the events it sponsors comply with state law. Participants in Branch events who consume alcohol in violation of state law may be denied participation in the event or in future events. Anyone over age 21 who supplies alcohol to or otherwise enables its consumption by participants in Branch events who are under 21 violates Branch policy and, as a consequence, may be denied participation in Branch events.

Policy Regarding Children and Vulnerable Adults

Children and vulnerable adults* attending branch classes or events must be accompanied by a parent or a designated guardian. If you suspect a vulnerable person is being abused emotionally, physically, or sexually, you should report the matter to the Branch Youth Coordinator; alternatively the class teacher, event chair, or Branch Secretary. If the incident is deemed to be beyond their scope of authority, then call the Police and/or Child Protective Services and report the incident, and at the same time inform the Executive Committee in executive session. Do not discuss the matter with anyone other than those who need to know — maintain confidentiality at all times.

* For purposes of these guidelines, a child is defined as anyone under the age of majority in the state where the event is held (18 for all New England states and New York). A person may be considered a vulnerable adult if they are 18 years or over and have either a learning or physical disability, a severe physical or mental illness or drug/alcohol addiction, or a reduction in physical or mental capacity which leads to reduced ability to protect themselves from assault, abuse, or neglect.