



American Dance Therapy Association's Conference Values and Code of Conduct

The American Dance Therapy Association (ADTA) is committed to creating a safe, respectful, and inclusive environment for all conference presenters, attendees and vendors. By attending our conference, you agree to adhere to the following Conference Values and Conference Code of Conduct. We encourage individuals to engage consciously, act ethically, welcome differing perspectives, and continuously develop relational skills.

Conference Values

Integrity—Practicing honesty, transparency, and dignity to guide us without harming or burdening others

Respectful Behavior & Professionalism

- I agree to treat all participants, including attendees, speakers, moderators, staff, and volunteers, with respect and courtesy.
- I agree to maintain a professional demeanor during presentations, panel discussions, and any other conference event.
- I understand that I am responsible for my actions and interactions with others.
- I acknowledge the impact of my actions and commit to addressing concerns raised by others in a respectful manner.

Embodiment—Respecting the rights and wisdom of all bodies.

Respecting Boundaries

- I agree to seek consent and respect others' personal space, physical and emotional boundaries during sessions, breaks, or informal interactions.
- For virtual participants: I agree to seek clarity of others' comfort levels regarding video and audio participation and follow any session-specific guidelines for engagement.
- I agree to use "I" statements and will not speak, represent, or answer for a whole group or express assumptions about the experiences of others.

Authenticity—Collaborating to foster safer, braver spaces for genuine expression.

- I agree to participate with integrity and coherence between what I think, say, do, and feel.
- I agree to enter into relationships and experiences using my best moral compass (i.e.: my ability to judge what is right and wrong, and act accordingly).
- I agree to welcome the opinions from others especially when they differ from my own and embrace discomfort and risk-taking as a way to contribute to creative and growth-oriented spaces.
- I agree to regulate my emotions, reactions, and responses to the best of my ability, use the sensory room when necessary, or to ask for support.
- I agree to integrate, support, stimulate, motivate, and identify with positive values that allow for co-creation and collaboration.
- I agree to practice self-compassion and self-acceptance.
- I will consider the role of cultural context and its impact on relationships and continuously attend to developing the awareness, knowledge, and skills needed to competently relate to those I perceive as different from myself.

Transgenerational Recognition-Honoring our past, present, and future narratives.

- I agree to practice recognizing multiple realities and perspectives.
- I will strive to be mindful of my engagement and contribute to an inclusive space where diverse voices are heard.
- I agree to work with my own discomfort due to the current and historical dynamics of power, privilege, and oppression in this society and engage in self-care as needed.

Community and Connection—Creating a place to belong, engage, collaborate, and build.

Collaborative Learning

- I agree to be open, curious and respectful of different ways of being and communicating.
- I agree to practice humility and look for what I may have to learn from each person in the space.
- I agree to practice listening to understand.
- I agree to notice my engagement and adjust my participation in service to including historically marginalized voices, narratives, and perspectives.
- I agree to self-reflect to explore areas of uncertainty or discomfort.
- I agree to embrace dissonance as an opportunity for learning and to practice embodied dialogue rather than debating.
- I am willing to be surprised, to learn something new, and to be changed by all viewpoints and ideas.

Confidentiality and Privacy

- I agree to respect the privacy of all participants. I will not share others' personal information, images or videos without their explicit consent.
- I agree to anonymize any client details or related case study examples.

- I agree to conduct conversations regarding personal experiences and/or clinical situations with care, respect and consent.
- I agree that I will not reproduce any conference materials, handouts, or content from workshops/presentations without the express permission of the conference organizers and presenter(s); fair use exceptions apply (e.g. quoting a small portion for academic discussion).

Justice, Equity, Diversity, Inclusion–Continuously embracing differences, valuing, and respecting each person’s humanity, and committing to accountability by actively participating in anti-racist/anti-biased work. Safe and Inclusive Space

- I commit to fostering an environment where fairness and equity are upheld.
- I acknowledge historical and systemic injustices and actively work to dismantle barriers that prevent full participation.
- I recognize that inclusion requires continuous effort and accountability and commit to educating myself and others about anti-racist and anti-biased practices.
- I take responsibility for my words and actions, acknowledging harm when it occurs and working towards meaningful repair.

Accessibility

- I agree to be respectful of the accessibility accommodations and/or needs of all participants.

Conference Code of Conduct

In addition to the ADTA request for values engagement, the conference committee has outlined a code of conduct to support participants.

Anti-Harassment and Anti-Discrimination

- The ADTA believes all participants at its events have the right to respect and dignity.
- Harassment or discrimination of any kind, including sexual harassment, is strictly prohibited; the ADTA has a zero-tolerance policy for any discriminatory remarks or actions based on status, rank, social location, or identity such as, but not limited to: race, religion, gender identity, gender expression, sexual orientation, disability, age. Harassment can include, but is not limited to, slurs, disparaging remarks, jokes targeting particular groups, insults, vulgar language, epithets, and teasing, as well as displaying offensive posters, symbols, cartoons, drawings, or other images. Sexual harassment can include, but is not limited to, unwelcome propositions, demands, or advances of a sexual nature; unwelcome physical contact such as hugging, kissing, grabbing, pinching, patting, massaging, or brushing up against someone; inappropriate remarks about someone’s body or appearance, sexual gestures or comments, or unwanted verbal or

physical interactions of a sexual nature; and vulgar or obscene gestures, language, or comments.

- All participants must comply with the instructions of event staff, session moderator(s) and any virtual event staff.
- If you experience or witness any form of harassment or discrimination, it is your responsibility to report it immediately to conference staff or organizers.

Alcohol, Drugs, and Substance Use

- Use of alcohol, drugs, or other substances in any manner that may affect the safety, respect or enjoyment of others is not allowed.

Personal Promotion Guidelines

- All attendees will conduct themselves professionally when engaging in self-promotion and networking.
- All presenters must follow the guidelines for networking, self-promotion, and selling goods and services as found in the conference proposal form.
- Attendees will not self-promote during someone else's presentation.

Use of Technology Guidelines

- Silence or turn off your mobile devices and other electronics (excluding adaptive electronics) during sessions to minimize distractions.
- Live streaming/recording during educational sessions is strictly prohibited.
- Recording sessions without explicit permission is prohibited. Refrain from recording videos and/or sharing private conversations or sessions unless prior consent is obtained.
- Use of virtual conference platforms should align with the conference's purpose and educational standards. Participants should not engage in disruptive activities such as spamming, trolling, or sharing inappropriate content on screen or in platform chat.

Violations of Code of Conduct

Consequences of Violating the Code of Conduct

Violations of this Code of Conduct will be subject to disciplinary action based on the severity and nature of the misconduct. The following actions may be taken, at the discretion of ADTA, to enforce compliance and maintain a safe and respectful environment:

1. **Formal Warning:** A written warning may be issued requiring the individual to cease inappropriate behavior immediately. Continued violations may result in further disciplinary action.
2. **Temporary Removal:** Individuals engaging in disruptive behavior may be temporarily removed from a session, virtual space, or event area. A follow-up discussion with ADTA staff will be required before readmission.

3. **Permanent Removal:** Serious violations, including but not limited to physical assault, severe harassment, violation of technology guidelines, or discriminatory behavior, may result in permanent removal from the conference, both in-person and virtually. No refunds will be issued in cases of removal due to misconduct, except as required by applicable law. ADTA reserves the right to take appropriate legal action if warranted.

4. **Suspension from Future Events:** Individuals found in violation of this Code of Conduct may be prohibited from attending future ADTA events. The duration of the suspension will be determined based on the nature and severity of the offense. An appeal process will be available for affected individuals.

5. **Notification to Authorities:** If a violation involves illegal activity or serious threats to safety, ADTA will notify the appropriate law enforcement or regulatory authorities.

Enforcement and Security Measures

- **Board Review:** Permanent removal or long-term suspension from ADTA events will require approval from the ADTA Board or a designated disciplinary committee.
- **Ensuring Compliance:** Individuals removed from the conference will have their conference registration revoked without a refund. ADTA staff and security personnel will be informed to prevent unauthorized attendance at other sessions or workshops.
- **Handling Non-Compliance:** If an individual refuses to forfeit participation or causes a disruption, security personnel may intervene. If necessary, local law enforcement will be contacted to ensure compliance and maintain a safe environment for attendees.
- **Membership Accountability:** Members are expected to adhere to the Code of Conduct. ADTA reserves the right to take appropriate measures to ensure compliance.

Reporting Violations

Any attendee who experiences or witnesses a violation of this Code of Conduct is encouraged to report the incident promptly. ADTA representatives will treat all reports with confidentiality and urgency. Reports may be submitted through the following methods:

- **In-Person Attendees:** Report to an identifiable ADTA staff member or volunteer at the event. Reports will be handled confidentially.
- **Virtual Attendees:** Use the designated reporting function within the virtual conference platform or email the conference organizers at [contact email]. Reports may also be submitted through the ADTA website.
- **Anonymous Reporting:** Reports may be submitted anonymously; however, providing contact information may facilitate a more thorough and timely resolution.

Investigation Process

To ensure a fair and effective investigation, reports should include:

- A clear and detailed description of the incident, including what occurred, who was involved, and when/where it happened.
- Any supporting evidence (e.g., screenshots, descriptions of observed behavior).
- The names or identifying details of those involved, if known.

ADTA leadership will review each report, conduct an impartial inquiry, and impose appropriate consequences with a commitment to fostering a safe and welcoming environment. While ADTA strives for fair resolutions, outcomes cannot be guaranteed. Participants agree to abide by this Code of Conduct as a condition of attendance and acknowledge that violations may result in the disciplinary actions outlined above.

Your completed registration serves as confirmation and agreement with this Code of Conduct.