

TANGO FUTURO SAFER SPACES POLICY

THE BIG PICTURE

- Tango Futuro (TF) is a dance company that promotes the social dance of Argentine tango by providing opportunities for people to learn, practice, and enjoy that dance.
- We are committed to nurturing a welcoming community where everyone can learn and enjoy tango regardless of race, class, age, gender identity, sexual orientation, physical appearance, disability, dance skill or anything else.
- We want everyone to be comfortable, safe, happy and thriving at TF events
- If you ever don't feel safe and comfortable we want to know, so we can grow and improve.

CODE OF CONDUCT

The concept of consent—*enthusiastic consent*—is fundamental to our expectations around what is, and what is not, acceptable behavior. These expectations apply to everyone attending a TF event: guests, members, board members, staff, teachers—everyone.

We Do Not Tolerate:

<i>Harassment of any kind, including</i>	<i>“Micro-Harassment”</i>
Pressuring others to accept our invitation to dance	“Teaching” beginners in the midst of a dance to explain a move they don’t know
Unsolicited critique, corrections, or teaching, during or after a dance—unless something makes us uncomfortable, then we speak up	“Teaching” beginners by dancing with them multiple tandas in a row
Dancing which harms or endangers our partner or other community members	“Teaching” beginners by pushing them through moves they don’t know
Unwanted physical contact, of any nature	
Persistent unwanted attention, invitations to dance, and romantic or sexual advances	

We Encourage:

1. Being true to yourself

- We choose when and with whom we want to dance
- We choose when and with whom we want to learn or receive feedback
- We can decline an invitation to dance, or end a dance, with no explanation
- We can dance in whichever role we want: anyone can lead and/or follow

- We can seek to understand our own biases and discomforts, and explore overcoming them, at our own pace and timing

2. Awareness and Respect for Our Partner

- When we invite someone to dance (by cabeceo or verbally), we strive to communicate desire, never pressure, and we look for enthusiastic consent
- If someone declines our invitation, we accept that response and hold no grudge
- We are mindful of our partner's comfort with closeness and respect it
- We try to meet our partners where they are: we understand that when it comes to tango, partner dancing and movement in general, people have different limitations and abilities, knowledge and skill sets, and preferences
- While dancing, if our partner shares that they are uncomfortable with something, we stop, get curious, and correct it immediately

3. Awareness and Active Support for Our Community

- We are mindful of people yearning to dance and newcomers, and we share our dances, as our limitations permit us, always ensuring we give the most comfortable and welcoming dance we can
- Before we enter the dance floor we look and wait for acknowledgement from the oncoming leader
- While dancing, we're mindful of couples waiting to enter the floor, yielding them space
- We're considerate of other dancers sharing the floor with us, adapting our own dance to also respect their space and the quality of their experience
- If we bump into another dancer, we apologize quickly and resume dancing

GETTING HELP

- If, for any reason, you are uncomfortable at a TF event (or while interacting with our social media), please bring it to our attention immediately.
- Maybe you're just uncertain about what is and isn't acceptable in tango or our community, don't hesitate to ask us.
- Notifying us about a concern is a gift that improves our community.
- You may speak with any board member, instructor, or check-in staff.

ENFORCEMENT

Specific remedies will not be published, and may include observation, warning, facilitated dialogue, loss of membership or others. Our aim is to act upon issues promptly, gracefully, confidentially, and with consideration for your suggestions for remedy as well.

ACKNOWLEDGEMENTS

We welcome your feedback. We consider this a living document that may need updates from time to time to best serve our community.