



IADMS International Association
for Dance Medicine & Science

IADMS CODE OF CONDUCT

INTERNATIONAL ASSOCIATION FOR DANCE MEDICINE & SCIENCE

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www.iadms.org



IADMS CODE OF CONDUCT

The International Association for Dance Medicine & Science (IADMS) has established a **Code of Conduct (“the Code”)** to promote a culture of professional and ethical behavior and to protect our community from harm. By accepting membership in IADMS or when participating in events associated with IADMS, all must attest that they will conduct themselves in a manner that is attuned to the highest professional ideals.

The four main tenets of the **Code** are:

1. Acting with Integrity
2. Promoting the Highest Standards of Professionalism
3. Fostering a Culture of Respectful Communication
4. Having Zero Tolerance for Bullying or Harassing Conduct

It is the policy of IADMS that all members are asked to acknowledge, accept, and conduct themselves in accordance with this **Code** as a condition for applying for IADMS membership, renewing IADMS membership, or accepting a volunteer or leadership position within IADMS. In addition, as a condition of attending and participating in any meeting of IADMS or other IADMS-hosted activity, meeting, or event, each attendee will be required to acknowledge, accept, and conduct themselves in accordance with this **Code**. Acceptance of this **Code** includes applicable adjudication and disciplinary processes for violations outlined below in the section titled “Reporting and Addressing Concerns.”

1. Acting with Integrity

All individuals engaged with IADMS agree to:

- Behave with integrity in all professional and business interactions through honesty, courtesy, and consideration for others.
- Accurately represent their qualifications or experience.
- Declare conflicts of interest when appropriate.
- Respect the confidentiality of colleagues and fellow professionals.
- Not use their engagement with IADMS as a platform for excessively promoting oneself, one’s business, or one’s activities or to represent personal status to gain favor. Individuals may share personal accomplishments during individual interactions but should not use IADMS events or resources to promote their personal interests without prior approval.

In addition, IADMS members agree to serve as an ambassador for IADMS.

2. Promoting the Highest Standards of Professionalism

All individuals engaged with IADMS will:

- Behave responsibly and respectfully in all professional and event-related settings.
- Uphold high standards of conduct that reflect the values of IADMS.

- Comply with all applicable laws and regulations in their respective countries and areas of work.

In addition, IADMS members agree to:

- Actively promote best practices in dance medicine and science in alignment with the mission and vision of IADMS.
- Endeavor to ensure that the environments in which they work are safe and supportive for dancers and other participants.
- Maintain up-to-date knowledge, skills, and understanding relevant to their field.
- Serve as role models and leaders in fostering a culture of professionalism, inclusion, and ethical practice.

3. Fostering a Culture of Respectful Communication

All individuals engaged with IADMS agree to always be respectful of others when participating in discussions, attending meetings (in-person or virtual), or interacting with others online or in public forums.

In addition, IADMS members serve as ambassadors for the Association; thus, this **Code** applies not just to situations where IADMS members might interact with each other, but also to situations where IADMS members might present themselves to the public.

Disrespectful Comments and Disagreements. All individuals engaged with IADMS agree to refrain from making disrespectful comments about IADMS, the IADMS Board of Directors, or IADMS members in public or professional settings – both in-person and virtual. There may be times when an individual disagrees with a decision of the IADMS leadership or with a position expressed by a member, but these disagreements must be handled with professionalism, decorum, and respect. IADMS board members, committee members, and staff are keen to deal positively with constructive feedback, but IADMS is also committed to a zero tolerance for bullying or harassing conduct, defined below.

Digital Communications. Participation in online communication or virtual forums managed by IADMS is a privilege. Users should become familiar with the Terms of Service for each virtual setting. This includes, but is not limited to, e-mail, social media, productivity apps, and conference apps. IADMS reserves the right to remove access to these apps and/or delete any post on a site or app managed by IADMS that is found in violation of this **Code**. The IADMS Board may delegate management of a website, virtual forum, productivity app, or social media account to a committee or individual tasked with managing content according to this **Code** and the Terms of Service for the app, account, or website. However, the board has the ultimate authority in adjudicating whether content is in violation of this **Code** and reserves the right to ask for content to be removed without notice for any reason.

To support a culture of respectful virtual communication, all individuals engaged with IADMS agree to refrain from the following in public or professional online communications:

- Spreading false and/or defamatory information.
- Communication that is discriminatory, abusive, vulgar, hateful, harassing, obscene, profane, sexually oriented, threatening, invasive of a person's privacy or right to publicity, or otherwise violative of any law.
- Infringing on copyrights, trademarks, or trade secrets.

- Posting virtual content that includes private and/or personal information, such as home phone numbers and email addresses.
- Posting virtual content seeking personal medical advice or disclosing personal health information. Individuals are encouraged to consult their personal physician with these topics.
- Promoting commercial services, products, or causes without permission.
- Posting in a manner that would constitute spamming (e.g., posting with such frequency or repetitiveness that others may be discouraged from posting, posts that are irrelevant to the topic and/or the IADMS' mission, and "follow me" posts) or trolling (defined as comments that appear intended to send the discussion in a fruitless direction).

In addition, all individuals engaged with IADMS agree to refrain from sending unsolicited emails to multiple members of the IADMS community.

Formal or informal concerns related to board matters, including special interest groups, should be directed in letter or memo format to the president, while operational or committee concerns should be directed to the executive director.

4. Having Zero Tolerance for Bullying or Harassing Conduct

It is the policy of IADMS that all who engage with IADMS-hosted activities, meetings, and events are expected to exhibit respectful, professional, and collegial behavior during such activities, meetings, and events. Attendees should exercise consideration and respect in their speech and actions, including while making formal presentations to other attendees, and should be mindful of their surroundings and fellow participants.

IADMS is committed to zero tolerance for bullying or harassing conduct in all situations and in all locations associated with IADMS, including electronic communication and online forums. This zero-tolerance policy applies to all meetings of the IADMS Board of Directors, committees, workgroups, task forces, special interest groups, and other leadership entities, as well as other IADMS-hosted activities, meetings, or events. It also includes, but is not limited to, the annual conference, business meetings, networking events, dinners, receptions, dance parties, performances, and social gatherings held in conjunction with such events.

It is the obligation and responsibility of every board member, staff, committee member, member, participant, and volunteer to ensure IADMS is free from harassment and bullying. All persons have an entitlement to be treated with dignity and respect. It is the responsibility of IADMS to ensure there is a safe space for anybody to report harassing or bullying behavior.

Definitions:

Bullying - Bullying is repeated and unreasonable behavior directed towards a person or group of persons that creates a risk to health and safety. It includes behavior that could be expected to intimidate, offend, degrade, humiliate, undermine, or threaten. Repeated behavior refers to the persistent nature of the behavior and can involve a range of behaviors over time. Unreasonable behavior is behavior that a reasonable person, having considered the circumstances, would see as unreasonable, including behavior that is victimizing, humiliating, intimidating, or threatening.

Harassment - Harassment consists of unwelcome conduct whether verbal, physical, or visual that denigrates or shows hostility or aversion toward an individual because of their race, color,

religion, sex, sexual orientation, gender identity, national origin, age, disability, marital status, citizenship, or otherwise, and that: (1) has the purpose or effect of creating an intimidating, hostile, or offensive environment; (2) has the purpose or effect of unreasonably interfering with an individual's participation in meetings or any IADMS-sponsored events; or (3) otherwise adversely affects an individual's participation in such meetings or proceedings or, in the case of IADMS staff, such individual's employment opportunities or tangible job benefits.

Harassing conduct includes, but is not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and written, electronic, or graphic material that denigrates or shows hostility or aversion toward an individual or group and that is placed on walls or elsewhere on the IADMS's premises or at the site of any IADMS meeting or circulated physically or electronically in connection with any IADMS meeting, event, or activity.

Sexual Harassment - Sexual harassment also constitutes discrimination and is unlawful and is absolutely prohibited. For the purposes of this policy, sexual harassment includes:

- making unwelcome sexual advances or requests for sexual favors or other verbal, physical, or visual conduct of a sexual nature; and
- creating an intimidating, hostile or offensive environment or otherwise unreasonably interfering with an individual's participation in meetings or any IADMS-sponsored event or, in the case of IADMS staff, such individual's work performance, by instances of such conduct.

Sexual harassment may include such conduct as explicit sexual propositions, sexual innuendo, suggestive comments or gestures, descriptive comments about an individual's physical appearance, electronic stalking, or lewd messages, displays of foul or obscene printed or visual material, and any unwelcome physical contact.

REPORTING AND ADDRESSING CONCERNS

When concerns are raised about an individual's conduct, IADMS takes these concerns seriously and acts in accordance with the following guiding principles:

1. **Obligations and responsibilities.** It is the obligation and responsibility of every board member to ensure any concerns, disputes, or grievances that may arise and that may threaten the harmonious functioning of IADMS be resolved in a timely and just manner. Board members will ensure inquiries are handled with the highest standards of objectivity, integrity, confidentiality, and competency, and in accordance with natural justice.
2. **Confidentiality.** All inquiries under this policy should be kept as confidential as possible. Reports, investigations, and disciplinary actions will be kept confidential to the fullest extent possible, consistent with usual business practices.
3. **Whistleblower Protection.** Retaliation against anyone who has reported harassment, submits a complaint, reports an incident witnessed, or participates in any way in the investigation of a harassment claim is forbidden. **However, abuses to reporting are taken very seriously.** Complaints, particularly repeated complaints against an individual or group of individuals or repeated complaints found to require no action by the appropriate pathways outlined in this **Code**, may constitute bullying and/or threatening behavior. These would not be protected under this **Code** or the **IADMS Whistleblower Policy**. All individuals agree that reporting should be done with the intent to improve IADMS culture of safety and respect. Any

complaint made for self-promotion, personal gain, to address interpersonal disagreements, or those that are in bad faith, knowingly false, repetitive, frivolous, and/or of a vexatious nature may be deemed a violation of this **Code**. Please refer to the [Whistleblower Policy](#).

- 4. Clear is Kind.** If an individual member violates a minor aspect of a policy one time, they are typically given a written warning. However, they should also be informed of consequences that exist if the behavior continues. For example, they may be informed that a second instance would lead to a temporary suspension of certain privileges or that a third instance would lead to a more permanent suspension. Taking a defined, stepwise approach is a structural approach that should be considered to help hold individuals accountable and help make the process more transparent.

Under these principles, IADMS shall implement and maintain the below mechanisms for reporting, investigation, and enforcement of this **Code**:

- 1. Filing a concern.** Any board member, staff, committee member, volunteer, member, attendee, or participant who has a concern related to this **Code** is encouraged to first attempt to find resolution through direct communication with relevant parties (for example, event staff), where appropriate. If inappropriate, or where such resolution cannot be reached, then the individual is encouraged to formally file their concern with the compliance officer. If the concern involves the compliance officer, it may be filed with the president or via an online form that allows for anonymous reporting. In addition, members of the board can raise an issue internally. The person filing the concern should expect an acknowledgement of receipt of the reported concern within five days. Individuals who report informal concerns should be encouraged to file a formal written report, as filing a written report is required to address any concerns under this policy.
 - *Please Note: Situations beyond the jurisdiction of IADMS should not be reported here. In particular, clinical or criminal concerns should be reported to the medical board or other appropriate authority.*
 - *IADMS may have limited ability to conduct an inquiry involving circumstances outside of IADMS-hosted activities. When available, weight would be given to findings from outside investigations.*
- 2. Compliance officer triage of formal written concerns.** Formal written concerns are triaged by the compliance officer with input from the Executive Committee, board, or external consultant(s), as appropriate. If there is a conflict of interest, the board may designate another appropriate individual to complete this task. The triage process is outlined in the **IADMS Flow Chart for Assessing Reported Concerns** (Appendix A).
 - Policy or governance concerns will be addressed by the compliance officer with a report and recommendations to the board.
 - Professional ethical conduct concerns will be referred to an *Ad hoc* Workgroup of members from the *Ad hoc* Ethics Resolution Panel.
 - When there are unresolved conflicts of interest, a third party may be called to assist with recommendations. However, the board is still responsible for approving and implementing these recommendations, as the board cannot legally delegate this fiduciary duty.
- 3. Inquiries.** Inquiries are conducted in accordance with the **IADMS Guiding Principles for Conducting Ethics Investigations**.
 - All inquiries are conducted in a way that ensures appropriate independence and

neutrality and avoids even the appearance of a conflict of interest when investigating alleged policy violations and in decisions on consequences.

- An outside expert may be utilized if deemed necessary by the group conducting the inquiry and approved by the board.
- Of note, before conducting a full inquiry, there should be efforts to resolve a matter internally. For instance, there may be times when, as additional information comes to light, individuals involved may withdraw their concern and work the matter out through alternative pathways. (Examples: A disagreement between two individuals who later work out their differences; A person may not have been aware of a particular policy or legal concept and upon learning this information withdraws their concern.)

4. Recommendations to the Board for Action. Upon conclusion of an inquiry, formal recommendations shall be forwarded to the board via the compliance officer irrespective of whether it is determined that a violation has occurred. The board will review all reports and recommendations and may request additional data, as needed. The board (as with any decision) may adopt, amend, or reject these recommendations, but must **clearly document their decision and rationale in the board minutes**. The board shall consider corrective action commensurate with any policies reportedly violated, which may include, but is not limited to, the following:

- Giving an official written warning;
- Requiring a formal written apology and/or an undertaking that the behavior will cease;
- Requiring relevant parties to participate in mediation (at their own expense) to achieve a mutually acceptable resolution before being allowed to participate in further IADMS activities or events;
- Suggesting structural changes to IADMS policies to prevent similar occurrences from happening in the future;
- Writing an article or report to the membership regarding lessons learned from the incident;
- Suggesting or requiring formal counseling or executive coaching before attending future IADMS events or activities or before participating in leadership roles;
- Prohibiting the accused from attending future IADMS events or activities or removing them immediately from such events;
- Prohibiting the accused from participating in or immediately removing them from leadership roles;
- Offering the accused the opportunity to resign from their position in IADMS;
- Removing the violator from membership in IADMS (as stated in the [IADMS Bylaws](#), Section 2.9, Termination);
- Notifying the violator's employer and/or sponsoring organization of the actions taken by IADMS;
- Referral to law enforcement.

The Code of Conduct for IADMS Members was adopted by the IADMS Board Executive Committee on 9 December 2021. It was updated to the IADMS Code of Conduct with amendments to wording to ensure relevance to all who engage with IADMS in May 2025, and adopted by the IADMS Board of Directors on 8 June, 2025. It does not expire but should be reviewed for potential updates at the start of each board term. It may be amended or modified at any time.

The following policies are sunset with this Code of Conduct: Bullying Policy 2019-2021, Code of Conduct 2019-202, Discipline & Dismissal Policy 2019-2021

APPENDIX A. IADMS Flowchart for Assessing Reported Concerns

