

Bhangra in the Burgh Sexual Misconduct Policy

Other dance communities, like Raas All Stars (RAS) and Desi Dance Network Inc. (DDN), have taken steps to address the underlying culture that has allowed rampant cases of sexual violence and harassment during competition seasons and caused unimaginable pain and grief to many of our community members. The Bhangra in the Burgh Executive Board wants it to be known that **we will not tolerate any form of sexual violence**. We would like to follow RAS and DDN in taking steps to ensure our competition is a safe place where performers are free to express themselves without the fear of retribution, hyper-sexualization, or crude mannerisms.

We stand by those who are survivors of sexual violence and pledge to make our competition and circuit more inclusive and safer for all. We will be creating and implementing a set of sexual violence guidelines that *all roster members, competing teams, exhibition teams, and Bhangra in the Burgh staff* are required to follow to maintain a safe environment. ***This policy is maintained to provide the Bhangra in the Burgh Executive Board with a proper and uniform response if a sexual misconduct case were to arise within their jurisdiction.***

Sexual violence encompasses a broader scope which includes, but is not limited to sexual harassment, sexual assault, sexual abuse, sexual coercion, and stalking. Carnegie Mellon University and Bhangra in the Burgh do not tolerate any form of these acts and are committed to actively abolishing this culture and stigma to protect all our community members.

The Bhangra in the Burgh Executive Board reserves the right to take the following measures in the event of a sexual misconduct incident during Friday, Saturday, and Sunday of competition.

- Anyone on blacklist in the past, present, or future cannot attend any Bhangra in the Burgh competition as a roster member, groupie, or serve as Bhangra in the Burgh staff in the future
- The Bhangra in the Burgh Executive Board reserves the right to blacklist an individual who has previously been provided leniency or alternative agreements to compete at Bhangra in the Burgh at any time leading up to and during the competition.
- The Bhangra in the Burgh Executive Board employs a zero tolerance policy for the violation of any of our codes of conducts.
- Anyone should feel comfortable in speaking to the Bhangra in the Burgh Executive Board's Risk Team (who all roster members will be informed of) in the event that an infraction occurs. Once the victim comes forward with the issue, they are strongly encouraged to notify a risk chair of their respective organization(s) if the incident occurred within its jurisdiction. The next steps are at the discretion of the victim.

Bhangra in the Burgh is not an investigative board, but we trust the opinions of Sexual Assault Prevention boards or risk teams that have determined that an individual is a threat to the safety of our dancers. We will not question nor refute the official statements given to us by a Sexual Assault Prevention board as they have the best understanding of the case at hand. If an individual who wants to compete at Bhangra in the Burgh knows that they are deemed a threat by a Sexual Assault Prevention board, we ask that they reach out to the SAP board themselves. Bhangra in the Burgh does not have the resources nor the jurisdiction to assess every case ourselves, so we will abide by the opinion of the SAP board.

If a Sexual Assault Prevention board or Risk team would like to notify us about an individual, please send an email to bhangraintheburgh@gmail.com formally stating the name of the individual and the breach of code of conduct that the individual was found guilty of along with any official documentation that would assist in the case (i.e. signed Code of Conduct agreements, investigative documents, written statements by a victim). We ask that SAP boards or Risk teams please notify us even if they are not sure whether the individual at hand is on the application roster for a competing or exhibition team.

If a Sexual Assault Prevention board, risk team, etc. from any group alerts the current Risk Team about any misconduct from a potential individual on the roster from any team in the lineup, the following measures will be taken:

- The Risk Team will confirm whether the name matches the individual who engaged in the misconduct. If the name does not match the individual, then no further action will be taken. If the name does match the individual, then the rest of the steps will be taken.
- The Captain of the team in question will be notified immediately. They will have the options to:
 1. Have the whole team forfeit their spot on the competition lineup.
 2. Compete without the blacklisted individual.
 3. Find another performer to replace the blacklisted individual.
- The blacklisted individual will be put on Bhangra in the Burgh's blacklist and they will ***not be able to perform at or attend any Bhangra in the Burgh competition at any future point in time.***
- It is in the best interest of the organization to prevent the spread of misinformation. To protect the reputations of both the victim and the accused, the incident and response should remain confidential only to those involved and the current Risk Team of Bhangra in the Burgh.
- Any roster fees, After Party ticket sales, and Bhangra in the Burgh ticket sales will not be refunded to the team with the blacklisted individual.

This Sexual Misconduct Policy will be applied starting January 1st, 2023 and will continue to apply until the policy has been updated. All teams are expected to sign this form during

the Registration period, or they will not be allowed to submit an application to Bhangra in the Burgh. Once accepted, all team members must sign this form as well in order to compete at Bhangra in the Burgh.

By signing this form, the team understands the expectations of Bhangra in the Burgh's sexual misconduct policy. The team understands the Bhangra in the Burgh Executive board's commitment to protecting its performers, board members, liaisons, and audience members. The team understands that violence can come in the form of verbal insults, text messaging/cyberbullying, sexual harassment, as well as in other forms. They have read and understood the actions that the organization will take in the event of a sexual misconduct incident. Additionally, they also understand the behaviors and actions expected of them.

Captain's Signature: _____ Date: _____