

# Bloco X Code of Conduct: Respect, Safety & Awareness

This document remains in effect until revised or replaced by the Ethics team.

This Code of Conduct outlines the standards of behaviour expected from all members of Bloco X. Bloco X is a shared project built on community, connection and making music together, and that means taking care of how we treat each other. Therefore, it is our collective responsibility to ensure that our rehearsals, performances, and social gatherings remain safe, inclusive, and respectful environments for everyone, regardless of background or identity.

## 1. Our Commitment to Inclusion

We are dedicated to fostering a community where everyone feels welcome. We celebrate the diversity of our members.

- **No Discrimination:** We do not discriminate based on ethnic origin or background, religion, gender, gender identity or expression, sexual orientation, disability, age, or any other characteristic protected by the applicable law.
- **Respectful Communication:** We treat all members with kindness and patience. We value constructive feedback, but personal attacks, derogatory language, and demeaning behaviour have no place in our group.
- **Cultural Sensitivity:** As an Afro-Brazilian art form rooted in history, resistance, and culture, we recognise its origins and the broader context of colonial history and global inequalities in which it is now practiced in Europe. We aim to approach this tradition with respect, humility, and ongoing awareness of cultural context, privilege, and expect shared responsibility from all members.

## 2. Harassment and Sexual Misconduct

We maintain a zero-tolerance policy regarding harassment in any form.

- **Harassment:** This includes, but is not limited to, offensive verbal comments, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of rehearsals or workshops, and unwelcome physical contact.
- **Sexual Harassment:** This includes unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature.
- **Consent:** Our group values bodily autonomy and personal space. Physical contact should never be assumed, even in friendly or dance settings. If someone says no or asks for space, this must always be respected immediately. Consent can be withdrawn at any time. When unsure, simply ask first.

## 3. Substance Use

While our events are typically social and festive, the group expects all members to remain capable of conducting themselves appropriately. Being under the influence of e.g. alcohol does not excuse a violation of this Code of Conduct. Harassment or aggressive behaviour occurring while under the influence will be treated with the same severity as if the individual were sober.

## 4. How to Raise Issues or File a Complaint

If you believe you have been subjected to, or have witnessed, behaviour that violates this Code of Conduct, you are encouraged to report it. We prioritise the well-being of our members and will handle all reports with discretion.

### Step 1: Informal Resolution (Optional)

If you feel safe and comfortable doing so, you may address the behaviour directly with the person involved, explaining that their conduct was unwelcome and violated this Code. If you are

not comfortable doing so, or if the behaviour is severe, skip this step and proceed to a formal report.

### **Step 2: Formal Reporting to the Committee**

To report an incident to the Bloco X Ethics Committee, please follow these channels:

- **Email:** Send a confidential report to **ethics@blocox.com**.
- **Direct Approach:** You may approach any member of the Ethics Committee you trust. These names will be communicated prior to all rehearsals. They are obligated to immediately relay the concern to the rest of the committee.

### **Step 3: Investigation and Action**

Upon receiving a report:

1. **Acknowledgement:** The Ethics Committee will acknowledge receipt of the report within **48 hours**.
1. **Review:** A designated review panel will be convened, which will be free of any conflict of interest (e.g. they were not involved in the incident, are not in a close personal or professional relationship with either party etc) and the names of the panel will be shared with the person(s) raising the report and the accused being investigated. A prompt investigation will be conducted, involving other members where appropriate and to ensure fairness, privacy and speed. This may involve interviewing the reporter, the accused, and relevant witnesses.
2. **Determination:** The Ethics Committee will decide on the appropriate course of action based on the severity of the incident.
3. **Confidentiality:** Every effort will be made to maintain the confidentiality of the parties involved, sharing information only on a "need to know" basis to resolve the issue.

### **Step 4: Non-Retaliation Policy**

Bloco X strictly prohibits 'retaliation'. Any member who files a report in good faith or participates in an investigation will not be subject to intimidation, threats, ignoring, gossip, defaming, social exclusion, or any form of more subtle behaviour that makes them feel unsafe. Any acts of retaliation will be treated as a separate, serious violation of this Code.

### **Step 5. Consequences**

Violation of this Code of Conduct may result in action deemed appropriate, ranging from (but not limited to):

- A formal warning and a request for a formal apology.
- Temporary suspension from rehearsals or performances.
- Permanent expulsion from the group.

**Our Promise:** We are committed to an environment where the music comes first, and the safety and dignity of our people are never compromised. By participating in **Bloco X**, you agree to uphold these standards.

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