

# Code of Conduct

Nou Tango Berlin · Version dated 18 March 2026

The Code of Conduct describes how we want to treat each other in this space. Most of the ideas in it are intuitive. We write them down anyway, because misunderstandings and situations in which someone feels uncomfortable or unsafe can happen here too. In a place where closeness and intimate encounter are central, we don't want to leave that to chance. We consciously create a framework so that everyone can meet with respect and safety.

Nou Tango is a place of encounter, shared learning, and artistic expression through dance. Our Code of Conduct is based on values we have developed as a community and that shape how we relate to one another. It helps make Nou a safer space where everyone, regardless of ethnicity, religion, origin, age, body, gender identity, sexual orientation, or disability, can feel comfortable and safe.

A central concern is "awareness", a consciousness that incorporates sensitivity to individual boundaries, personal backgrounds, and social dimensions. We honor and respect the personalities, relationships, and bodies of all involved and create a space in which everyone feels valued. We stand for the recognition, communication, and respect of boundaries in interpersonal interaction, especially in dance. Freedom and safety with regard to body and personality are a core concern for us. Our dance studio is also a space for reflection and exchange. Here we all grow together and learn from one another.

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## Dancing Together: Classes & Milongas

Classes and milongas at Nou make tango culture tangible. We understand this culture as something living and evolving, not as rigid rules.

### For everyone present:

- Have respect for other dancers
  - Take care of your personal hygiene and wear clean clothes
  - Dance the role(s) you want to dance
  - Invite others to dance, whether you dance the leading or following role
  - You can end a tanda at any time
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- Self-protection is always more important than following cultural rules. Example: An invitation is an offer, accept it if you feel comfortable. If not, it is completely okay to decline.
  - We develop and cultivate a consent culture based on the explicit agreement of individuals. No means no. It is okay to speak up if your feeling changes from yes to no.
  - Non-verbal communication is also a form of expression. Example: when asking someone to dance and when jointly deciding on a close or open embrace.
  - In classes and milongas, we handle physical touch with care. As teachers, we ask for our students' consent before touching them.
  - Social behavior in the tango context is also part of our curriculum, alongside the dance itself.

- We teach the awareness of one's own boundaries and those of one's partner. This supports our students in sensing, respecting, and communicating their boundaries.
  - In class we practice a culture of sensitive mutual feedback and pass this on to our students. Mistakes and mismatches are first understood as misunderstandings. Criticism should be constructive.
  - Milongas are not places for correcting or instructing other dancers. Feedback is only welcome when explicitly requested.
  - No one is required to dance with someone they feel uncomfortable with in class. During partner changes, the predetermined order does not always have to be followed.
  - As teachers, we use inclusive language. Example: We speak of roles rather than women and men.
  - At milongas and in classes, members of the Awareness Team are identifiable and approachable.
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## Handling Boundary Violations and Feedback

If something happens that makes you uncomfortable, you can reach out to us in several ways. We take feedback seriously and are interested in hearing from you.

### **Ways to report boundary violations or share feedback:**

- Speak to the Awareness Team on site. They will listen, mediate, and support you as needed.
- Use the digital contact form to reach the Awareness Team, anonymously if preferred: <https://tally.so/r/J96eoY>
- Leave a message (anonymously if preferred) in our on-site mailbox

### **If experiences such as boundary violations or discrimination are reported to us after the fact, we address them as follows:**

- Your message will be read by the responsible members of the Awareness Team. If you prefer that teachers at the Nou not read your message, you can indicate this.
  - You will receive an initial response from us within three days.
  - You will be included in the process if you wish.
  - In serious cases that exceed the Awareness Team's capacity, we seek external support. In doing so, we protect your identity.
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## Areas of Responsibility and Activities

- Awareness Team: Visible through identification markers, approachable for everyone present, first point of contact for questions and specific issues relating to the Code of Conduct, conscious attention to social dynamics in the room.
- Teachers, staff, hosts: Conscious engagement with the Code of Conduct, mindful awareness of social dynamics in the room, in communication with the Awareness Team.
- Registration, bar staff: Attentiveness to the bar area, in communication with the Awareness Team.

- DJs, entrance, volunteers: In contact with hosts, teachers, and the Awareness Team.
  - Participants: Awareness of respectful coexistence that enables equal freedom and safety for all present.
  - External renters: Familiarity with the Code of Conduct, respectful behavior towards all present.
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## Reflection and Exchange Within the Team

- The Code of Conduct is not to be understood as a fixed set of rules. We develop and revise it in an ongoing, living process and in response to current developments.
  - The team maintains a continuous process of reflection on the topics of the Code of Conduct and the inclusive culture of the Nou. This process is guided by our core values.
  - Regular team discussions on best practices in communication take place. Examples: marking and perceiving one's own boundaries, giving feedback, handling conflict.
  - To promote inclusive culture and put our core values into practice, the content of the Code of Conduct is conveyed through team training.
  - The process is evaluated. We want to ensure that the content is understood and can be reliably referenced.
  - We foster a culture of learning from mistakes, giving ourselves and each other space to grow. No one is perfect, and our shortcomings are opportunities for growth.
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## Dissemination of the Code of Conduct

The content of the Code of Conduct is easily accessible to everyone visiting Nou Tango. We ensure this through the following measures:

- Posted notice in the entrance area
- Publication on the Nou Tango dance school website
- Distribution of postcards with excerpts and a QR code linking to the full version
- Announcements in classes and at milongas
- Regular features on Nou Tango's social media channels

**Digital contact form:**



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