



CODE OF ETHICAL CONDUCT

Ethics is nothing else than reverence for life – Albert Schweitzer

BDFSA accepts that ethics is about a reverence for life, and proceeds to set out a framework of ethical principles from this view. The intention is to facilitate, guide and govern a Biodanza facilitator or Biodanza group's behaviour.

As a rule we all feel we understand the difference between right and wrong and, as Biodanza Facilitators, we certainly enter this profession with a desire to help rather than harm.

However, the fact that we come in contact with people who may have conflicting values and operating philosophies, means that we must pay particular attention to ethical practices and standards.

BDFSA has developed this Code of Ethical Conduct in order to:

- Establish a set of ethical standards and code of conduct to guide the Biodanza Facilitators and Students under Supervision in South Africa
- Set out core values which BDFSA Members commit to in their practice of Biodanza;
- Promote honest and ethical conduct of BDFSA Members by establishing standards of practice; and

As a condition of Membership: Members agree to conduct themselves in line with this code, and to be held accountable to the duly appointed ethics committee, in the event of a complaint being lodged against them.

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1 Introduction to Ethics in Biodanza

1. The Code reflects a reverence for the sacredness of all life, guided by the Biocentric Principle.
2. In Biodanza, “ethics” emerges when consciousness and affectivity are integrated. Ethical awareness has components of affectivity such as tenderness, compassion, empathy, sense of justice and mercy, with oneself, with others and the environment. Ethical action is when such an ethical approach is actually applied in practice.

2 Definitions

Applications and Extensions

Applications and Extensions are two groups of knowledge, derivatives of Biodanza as the art-science of life.

Applications are specific subjects related to psychosomatic medicine, education and psychotherapy.

Extension workshops specifically focus on personal development. In these workshops archaic myths, archetypal situations, creative proposals and transpersonal psychology are utilized to facilitate the personal development.

In order to facilitate these Applications and Extension Workshops a Biodanza Facilitator needs to have undergone further Biodanza training in the specific Application or Extension.

Archetypes

The specific archetypes included in the Biodanza methodology.

Association

The voluntary association named “Biodanza Facilitators of South Africa”.

BDFSA

The shortened version of the name “Biodanza Facilitators of South Africa”

BDFSA Member

A member of Biodanza Facilitators of South Africa (BDFSA)

Biodanza

The system created by Rolando Toro Araneda and administered by the IBF which, is defined as a system of human integration, organic renewal, affective re-education, and re-learning of original life functions. Its application consists in facilitating vivencias using music, singing, movements and group encounter situations.

Biodanza Facilitator

Someone who has fulfilled all the requirements set by the IBF to qualify as a Biodanza Facilitator and has received a practice number from the IBF.

Chair of Ethics Committee

The person elected by the BDFSA Council to fulfil the role of Chair of the Committee.

Code

The Ethical Code of Conduct

Constitution

The constitution governing the members of BDFSA as adopted at the AGM.

Council

The Council voted into office by the members of the BDFSA at the Annual General Meeting who undertake the duties outlined in the constitution.

Didactic Teacher

Someone who has fulfilled all the requirements set by the IBF to qualify as a Didactic Teacher and has received a didactic diploma from the IBF.

Director of a School of Biodanza

A person who has undergone the necessary Didactic training, and has been granted permission by the IBF to run a School of Biodanza for the purpose of training Biodanza Facilitators.

Governing Documents

Any documents governing the administration of BDFSA and its members, adopted by the members at the AGM, and designated as such.

Group Member

A person participating in a regular class of Biodanza

International Biocentric Foundation (IBF)

IBF is the International Biocentric Foundation which is the international regulating body of Biodanza, founded by Rolando Toro Araneda. It is a limited society that has its legal branch in The Republic of Ireland (7th floor, Hume House, Ballsbridge, Dublin).

Student in a school of Biodanza

A person who has registered and attends a School of Biodanza and has not yet completed all the training modules of the school.

Student under Supervision

A student who has completed all the training modules of the school but has not yet completed his/her supervision classes and monograph presentation.

Voluntary Association

A legal form of not-for-profit organisation in South Africa. It requires at least three Members to agree on a common objective in the form of a written constitution.

3 Purpose of the Code

The Purpose of the Code is to:

- 3.1 set out the ethical standards and code of conduct expected of a BDFSA Member;
- 3.2 Provide a complaints procedure for BDFSA Members and the public;
- 3.3 Provide guidance for the expected behaviour of all Biodanza Facilitators practicing within the Republic of South Africa;
- 3.4 Provide a guide to the Directors of the Schools of Biodanza in South Africa that can be used to guide the conduct of Students under Supervision.

4 Integrity of Biodanza¹

- 4.1 Maintaining the integrity of the Biodanza system as created by Rolando Toro Araneda is of high priority as this provides protection to group members and the public. While Biodanza Facilitators will use their own creativity to explore related areas of enquiry, it is important not to dilute the method by mixing it with other modalities. Biodanza Facilitators therefore have a duty to ensure that they conduct their classes in terms of this Code and the integrity of Biodanza and methodology as set out in the training manuals of the School of Biodanza, or as revised by the International Biocentric Foundation (IBF) from time to time.
- 4.2 To maintain the integrity of Biodanza Facilitators shall keep to the principles of Biodanza and refrain from:
 - 4.2.1 Creating their own version of Biodanza;
 - 4.2.2 Changing the methodology or theoretical model of Biodanza;
 - 4.2.3 Eliminating or adding lines of vivencia, principles of Biodanza or
 - 4.2.4 Applications or Archetypes;
 - 4.2.5 Creating exercises or using music which causes dissociation.
 - 4.2.6 Diluting or altering Biodanza by mixing it with other techniques;
 - 4.2.7 Claiming, directly or indirectly, Biodanza qualifications they do not have.

5 Personal Code of Conduct

- 5.1 The general principles applicable to a Biodanza Facilitator in their professional capacity are:
 - 5.1.1 To support integrative efforts towards improved well being of self and group members;
 - 5.1.2 To promote a healthy expression of emotion and increased self esteem;
 - 5.1.3 To encourage constructive, affective communication; and
 - 5.1.4 To facilitate these principles by way of vivencias of music, dance, voice, and group solidarity following the principles of Biodanza.
 - 5.1.5 Practicing appropriately as a Facilitator:
 - 5.1.5.1 Not communicating their interpretation or assessment of the movement or sensation of participants within a class;

¹ Refer to definition

- 5.1.5.2 Not forcing, cajoling or manipulating a group member into forms of contact.
- 5.1.5.3 Marketing an event to the general public with sensitivity, especially when dealing with sexuality, sensuality and physical contact.
- 5.2 Recognising one's limits:
 - 5.2.1 Biodanza Facilitators should recognize the boundaries of their own competence as facilitators and not attempt to practice any form of Biodanza for which they do not have appropriate preparation or training e.g. Biodanza extensions.
 - 5.2.2 Students under Supervision who are planning public events, whether these are for supervision purposes or not, should consult and work closely with their Director of School or an IBF approved/trained mentor working with them. This includes approval of the structure of classes, publicity and advertising.
 - 5.2.3 Advertising should be transparent and clearly reflect the status of the Student under Supervision.
- 5.3 Legal issues:
 - 5.3.1 A Biodanza Facilitator needs to take all reasonable steps to ensure he/she complies with the law.
 - 5.3.2 A Biodanza Facilitator must ensure he/she complies with any trademark or copyright obligations associated with his/her use of the Biodanza logo or copyrighted material. The IBF allows Facilitators to use all its trademarks in the course of their work.
 - 5.3.3 Should there be any media or governmental investigation of a Biodanza Facilitator or his/her group(s), the Biodanza Facilitator must immediately inform the Chair of the Association if they are a qualified Biodanza Facilitator and Director of the School he/she operates within if they are a Student under Supervision.
- 5.4 Continuous professional development:
 - 5.4.1 It is advisable for Biodanza Facilitators to keep abreast of developments in the area of Biodanza through continuous practice and on-going learning. Biodanza Facilitators should take responsibility for taking steps to continuously review and refine their practice, behaviour and conduct.
 - 5.4.2 Biodanza Facilitators need to maintain an appropriate understanding of the culture, socio-historical and environmental contexts in which Biodanza is practiced, internationally and in South Africa.
- 5.5 Transparency: Biodanza Facilitators needs to ensure that the fee structure for classes is clear.
- 5.6 Duty of care: A Biodanza Facilitator holds a professional relationship with his/her group members. The duty of care owed to the group members is to:
 - 5.6.1 Take reasonable steps to ensure the physical safety of group members during an event

- 5.6.2 Maintain the confidentiality of group Members' personal information including contact and biographical details, before, during and after class.
 - 5.6.3 Recognise the unequal power relationship between a Biodanza Facilitator and group member. It is the Biodanza Facilitator's duty to avoid all manner of exploitation and refrain from behaviour that is sexualised, manipulative, abusive or coercive. Appropriate physical and psychological boundaries have to be maintained;
 - 5.6.4 Ensure that all personal group process material from regular weekly classes and school training weekends or workshops is treated as confidential;
 - 5.6.5 Ensure that where a Biodanza Facilitators asks other Biodanza Facilitators to cover their classes in their absence, they have appropriate levels of competence and are adequately informed about the purpose of the session, the context, and basic information on the members in the group.
 - 5.6.6 Be mindful of having psychotherapeutic referrals in place in the event that a participant or student is in need of such assistance in the group.
 - 5.6.7 Be sensitive to the emotional and psychological needs of the group members
 - 5.6.8 Recognise that as a Biodanza Facilitator they may experience personal problems which may have an adverse effect on their functioning as a facilitator. Accordingly, they have an obligation to obtain assistance for any such personal problems at an early stage, in order to prevent any impairment or harm to group members. This may require limiting, suspending or terminating their Biodanza activities.
- 5.7 Appropriate use of contact: Biodanza works with human contact, sensuality and sexuality. These issues are some of the most difficult in human relations. A Biodanza Facilitator needs to:
- 5.7.1 Inform group members of their responsibilities for setting boundaries and being in feedback throughout the class;
 - 5.7.2 Take particular care to ensure he or she remains in feedback with group members when demonstrating any exercise.
 - 5.7.3 Respect the individuality and dignity of group members by respecting their values, culture, religious and world views.
- 5.8 Relationships with other Biodanza Facilitators:
- 5.8.1 Co-operation among Biodanza Facilitators is a key element in following the ethos of Biodanza.
 - 5.8.2 Biodanza Facilitators need to treat fellow Biodanza Facilitators with respect. They will not disparage or speak disrespectfully about a fellow Biodanza Facilitator, in public, or to any group member.
 - 5.8.3 Biodanza Facilitators should refrain from seeking to attract members of other Biodanza Facilitator's groups. They should consult with the relevant Biodanza Facilitator should a group member wish to change groups. However if it is the desire of the group member and in their best interest, to change groups, they should support their wish.

- 5.8.4 Biodanza Facilitators should encourage a progressive movement into more advanced groups and activities should this be in the best interests of a group member,
 - 5.8.5 Where a Biodanza Facilitator has good reason to believe a fellow Facilitator has committed misconduct, he/she needs to inform the Chair of the Ethics Committee.
 - 5.8.6 Where Biodanza Facilitators engage with other Biodanza Facilitators either to stand in for their group or any other collaboration they should be clear up front regarding the contractual relationships they set up specifying such issues as roles and responsibilities and financial transactions.
- 5.9 Maintaining an appropriate profile: the Biodanza Facilitator has a duty to ensure that the public do not misconstrue the activity of Biodanza by:
- 5.9.1 Maintaining the privacy of any event;
 - 5.9.2 Not creating a nuisance factor in any locality; and
 - 5.9.3 Generally acting in a responsible, good neighbourly fashion in organising and running any Biodanza event.
- 5.10 Promotion & Publicity: The Association shall issue specific guidance from time to time with respect to the form and detail of promotional material to generally be used by Biodanza Facilitators. Biodanza Facilitators should comply with such guidelines, and not create material that misrepresents Biodanza or makes unreasonable statements or claims.
- 5.11 Maintaining professional contact with governmental institutions and the media is important to the continued growth of Biodanza in South Africa. Communication and decisions made that affect the whole Biodanza Community needs to be done in consultation with BDFSA.

6 Ethics Committee

- 6.1 Composition of the Ethics Committee shall consist of:
- 6.1.1 Four BDFSA Members (which should exclude any Director of a School or the Chair of the Association). Of these four Ethics Committee members, one shall be nominated by the BDFSA Council to fulfil the role of Chair of the Ethics Committee, and the remaining three elected directly by BDFSA Members who shall be nominated based on their competence in the area.
 - 6.1.2 The BDFSA Council and BDFSA Members will not attempt to interfere with the deliberations and decision of the Ethics Committee.
 - 6.1.3 All complaints should be made on a formal complaint form obtained from the Chair.

Appendix A - Complaints and Mediation Procedure

For the purposes of this appendix, Biodanza Facilitator shall mean Biodanza Facilitator or Student under Supervision, whichever is applicable.

A Complaints Procedure

- A. In line with the Biocentric Principle of Biodanza all disputes and complaints should be resolved with integrity and the utmost respect for all parties involved
- B. It is the duty of the Chair of the Ethics Committee to resolve a dispute or complaint within 3 months. S/he, should first seek to gain consensus between the parties before the issue escalates to a point of requiring outside intervention
- C. A Biodanza Facilitator with a complaint against a fellow Biodanza Facilitator shall refer the matter to the Chair of the Ethics Committee.
- D. Any complaint referred to the Ethics Committee shall be kept confidential and not discussed until the matter has been resolved by the Committee, and then with the permission of all the parties involved.
- E. On receipt of a written or oral complaint, the Chair of the Ethics Committee will investigate and obtain versions from both parties and allow a right of reply and thereafter assess whether there is a case to be made. Thereafter a more formal process of conflict resolution (prior to mediation) will be arranged by the Chair of the Ethics Committee to answer to various allegations.
- F. When the matter transgresses IBF rules, the matter shall be referred to the IBF for action. The right to facilitate Biodanza classes can be revoked by the IBF in the following cases:
 - i. Incorrect application of the theory and methodology of Biodanza Rolando Toro System;
 - ii. Non-observance of the systemic coherence in the application of the theory and methodology of Biodanza Rolando Toro System;
 - iii. Lack of ethical character towards group members, colleagues, the IBF and the public.

The decision of the Ethics Committee shall be final.

B Mediation

- A. The mediator should make their profession service requirements including costs explicit prior to the commencement of mediation. They may require such security for the costs of mediation which should be borne by the complainant and respondent.
- B. Mediation shall be held in any such place agreed to by the parties.