

CODE OF CONDUCT FRANKLIN CARMICHAEL ART GROUP

INTENTION

To maintain safe and inclusive environments, including physical studio and programming spaces, for all FCAG stakeholders: Board members, Committee members, staff, instructors, volunteers, visitors, participants and members. The FCAG Board of Directors has approved the *Code of Conduct*.

VALUES

INCLUSION: Our spaces and programming are informed by the communities they intend to serve.

COMMUNICATION: We are committed to accessible communication between all our stakeholders. Initiatives can include public consultation in the development of our policies, practices and programming, educational opportunities, and providing feedback to the FCAG Board of Directors by emailing fcag.art@gmail.com.

ACCOUNTABILITY: We are committed to practicing transparency and accountability among our stakeholders to foster a culture of trust.

ANTI-DISCRIMINATION: FCAG shall not tolerate discriminatory behaviour or language on the basis of: race or colour, sexual orientation, gender, religion or creed, ability, socio-economic class, ethnic origin, health status, age, language, education, political affiliation, and citizenship status.

ANTI-HARASSMENT: FCAG shall not tolerate harassment, including:

- Incitement of violence
- Physical contact without consent or after a request to stop
- Offensive, derogatory, threatening, intimidating or silencing comments

SHARED SPACE: Our spaces rely on the practice of respect and cooperation by all our stakeholders:

- Clean up tables, chairs and sinks after use
- Key holders: lock buildings that are not in use
- Do not share nuts or nut products
- Buddy system: maintain a minimum of 2 individuals onsite
- Complete registration before participating in programming

REPORTING

If someone makes you feel unsafe or unwelcome, please report it by:

- Contacting FCAG Board of Directors by emailing fcag.art@gmail.com, OR
- Speaking with a Director in-person

When reporting in person, we will ensure you are in a safe space and cannot be overheard.

Afterward, we may ask you to document your report in an email.

ENFORCEMENT

If a stakeholder is not complying with the *Code of Conduct*, FCAG Board of Directors has the right to take action(s), which can include:

- Request the individual to stop any harassing behaviour
- Temporary ban from FCAG space(s)
- Permanent ban from FCAG space(s) and programming
- Revoking membership at any time
- Seeking the support of external consultants in the facilitation of conflict resolution