

Diversity, Equity, Accessibility, and Inclusion

This policy applies to all staff, volunteers, students, visitors, trustees, and attendees at Center events, whether on-site, off-site, or online.

All members of staff, volunteers, contractors, and trustees agree to be bound by this policy. A copy of this policy shall be provided with orientation materials for new staff members, volunteers, and trustees, who shall sign a statement attesting they have read and agree to abide by this policy as a condition of their tenure with The Center.

Because all people are welcome at The Center, everyone can expect a safe, welcoming environment at any event, regardless of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status. This applies equally to events held at Center facilities or at any off-site events, including online classes, discussion groups, and other online forums. It also applies to community art days, classes, workshops, gallery events, and all other Center functions.

Unacceptable behaviors at events include but are not limited to:*

- › Sustained disruption during Center events
- › Threats or acts of violence
- › Physical contact without consent or after a request to stop
- › Comments or actions that minimize a person's experiences, identity, or safety
- › Deliberate misgendering or use of "dead" or rejected names
- › Deliberate "outing" of any person's experiences or identity without their consent
- › Unwelcome sexual attention
- › Deliberate intimidation or stalking of any kind, including online
- › Disparaging comments, remarks, or threats against someone based on their immigration status or national origin
- › Collection or distribution of harassing photography or recordings (both audio and video), including unwanted selfies, with or without other attendees
- › Advocating for or encouraging any of the above behaviors

Discrimination and harassment do not include:**

- › “Reverse” -isms, e.g., “reverse racism,” “reverse sexism,” and “cisphobia”
- › Reasonable communication of boundaries, such as a request to leave another person alone or expressing a desire not to have a conversation (e.g., “I would prefer not to have this conversation.”)
- › Refusal to explain or debate social justice issues when the person being asked is put in a defensive position based on their experience, personal identity, or safety
- › Communication in a tone the listener may not find congenial
- › Discussion and exploration of sensitive topics and/or art that reflects them
- › Criticizing racist, sexist, body type, cissexist, classist, or other oppressive behaviors or assumptions
- › Feeling persecuted for your social privilege

Anyone found to be in violation of this policy at any event is subject to sanction, including:

- › Requirement to immediately cease the offending behavior
- › Dismissal from the programs, events, and activities without refund
- › Cancellation of Center membership, without refund
- › Barring that person from future events, either temporarily or permanently
- › Employment sanction, up to and including termination, where appropriate (including termination of contract or temporary staff positions, volunteer status, or board membership)

None of these sanctions is a forfeiture of The Center’s, a visitor’s, or a staff member’s right to pursue legal remedies where appropriate.

Anyone who has been involved with or witnessed an incident that violates this code of conduct may report it to any staff member. The Center will then investigate and take action as appropriate, in keeping with the grievance procedures outlined in The Center’s Policies and Procedures.

The Center for Contemporary Art recognizes that adopting a policy on its own is no guarantee of change. Therefore, we commit both The Center and ourselves individually to ongoing work to bring the ideals of this policy into reality. We make this statement in the full view of the public with both the expectation and hope that we will be held accountable for living up to it.

Approved by the Board of Trustees 8/12/20

* Based on the Code of Conduct of the Museum Computer Network (MCN)

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