



Americans for the Arts Code of Conduct

Americans for the Arts (Americans for the Arts) is committed to providing a safe, productive, and welcoming environment for all meeting participants, including all virtual/online events. All participants, including but not limited to, attendees, speakers, volunteers, exhibitors, Americans for the Arts staff, service providers, and others are expected to abide by the Americans for the Arts Code of Conduct.

This Code of Conduct applies to all Americans for the Arts spaces, including, but not limited to, Americans for the Arts' online community platforms, online and in-person trainings, social media, conferences, and events. Anyone who violates this Code of Conduct may be sanctioned or expelled from these spaces at the discretion of Americans for the Arts.

Some spaces and events may have additional rules in place, which will be made available to participants in the policy and procedures document related to that event. Participants are responsible for knowing and abiding by these rules.

Expected Behavior:

Americans for the Arts expects that community members will:

- Be considerate and respectful to all community members.
- Refrain from demeaning, discriminatory, or harassing behavior, materials, and speech.
- Speak up if they observe anything at an event that conflicts with this Code of Conduct.
- If you are being harassed or feel uncomfortable, notice that someone else is being harassed, or have any other concerns, please contact a member of the Americans for the Arts staff immediately.

Inappropriate Behavior Includes, but is Not Limited To:

- Discriminatory actions or offensive comments related to race, color, religion, creed, partnership status, caregiver status, credit history, status as a victim of sexual assault or stalking, unemployment status, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual and other reproductive health decisions, sexual orientation, marital status, gender expression or identity, age (18 and over), national origin or ancestry, citizenship, physical or mental disability, familial status, genetic information (including testing and characteristics), veteran status, status as a victim of domestic violence, uniformed servicemember status, GINA, certain arrest or conviction records or any other status protected by federal, state or local laws in its programs and activities.
- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, materials, or conduct by any participants of the event and related event activities.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Deliberate misgendering or use of "dead" or rejected names.
- Unwelcome sexual attention.
- Gratuitous, off-topic sexual images or behavior in spaces where they are not appropriate.
- Any boisterous, lewd, or offensive behavior or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behavior, or content that contains profanity, obscene gestures, or racial, religious, or ethnic slurs.
- Threats of violence in any format.
- Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm.
- Deliberate intimidation or stalking of any kind – in-person or online.
- Harassing, inappropriate, or unauthorized photography or recording, including logging online activity for harassment purposes within or outside the event environment for any use without the prior permission of the individuals or owners of the content therein.
- Publication of any private communication.
- Sustained disruption of discussion including one-on-one communication if requested to cease.
- Failure to obey any rules or regulations of the event or venue/virtual space.
- Failing to stop unacceptable behavior when requested by a Participant or Americans for the Arts.
- Advocating for, or encouraging, any of the above behavior.

Discrimination/Harassment is Not:

- Feeling persecuted for your social privilege.
- ‘Reverse’ -isms, including ‘reverse racism,’ ‘reverse sexism,’ and ‘cisphobia’
- Reasonable communication of boundaries, such as “leave me alone,” “go away,” or “I’m not discussing this with you.”
- Refusal to explain or debate social justice issues when the person being asked is put in a defensive position based on their lived experience, personal identity, or safety.
- Communication in a ‘tone’ you do not find congenial.
- Discussion of sensitive topics.
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions.

Reporting Unacceptable Behavior:

Any participant whose safety is threatened, violated, or placed in immediate danger is urged to contact local law enforcement immediately. In addition, any participant who feels unsafe or experiences unwelcome conduct, who observes or experiences unacceptable behavior, or who believes there has been a violation of this Policy, is encouraged to contact Americans for the Arts immediately either in-person, by calling Americans for the Arts at 202-371-2830 or by asking for the program lead and/or meetings & events lead, or by sending an e-mail to events@artsusa.org - Reports may be anonymous or attributed.

Americans for the Arts will use its best efforts to respond to a participant in no more than 3 hours during event days and one business day when content is available on demand, recognizing that it will not be possible to follow up directly with a participant whose report is anonymous, and that Americans for the Arts may have less ability to investigate fully an anonymous report.

Consequences of Reported Unacceptable Behavior:

Upon receiving a report of unacceptable behavior, Americans for the Arts’ first priority will be the safety and security of participants. In order to preserve a safe environment, Americans for the Arts reserves the right to temporarily suspend or terminate specific features available to a participant or to suspend or terminate the participant’s entire account/participation. When facts are in dispute or cannot be fully established, Americans for the Arts reserves the right to take the action most likely to maintain safety and security of all participants. A report of an adjudicated or officially confirmed history of a participant’s prior unacceptable behavior, if impacting the experience of other participants at an Americans for the Arts event may, in Americans for the Arts’ discretion, be the basis for a response under this policy. Violation of this policy, as

determined by Americans for the Arts in its sole discretion, is grounds for any action deemed appropriate, including but not limited to warning the offender, denying, suspending, or terminating the offenders access to an Americans for the Arts event, barring the offender from other Americans for the Arts events.

Any person who is denied access to or whose access is terminated during an Americans for the Arts Event based on this Policy may request that Americans for the Arts review the matter after the event has concluded. However, Americans for the Arts' action will be effective immediately and will continue until and unless Americans for the Arts issues a contrary decision. Any person who is denied access to or removed from an Americans for the Arts event based on this policy will not be eligible for a refund of any registration fees paid for access to or participation in the Event.

Communication from Americans for the Arts:

Americans for the Arts will communicate with an individual who reports unacceptable behavior if the individual chooses to submit an attributed report. Americans for the Arts will also communicate with an individual concerning whom a report has been made, to the extent that Americans for the Arts is able to identify and contact that individual. The nature, scope, and content of any such communication is in the sole discretion of Americans for the Arts. If warranted, Americans for the Arts may communicate more broadly with participants during an Americans for the Arts Event. Americans for the Arts has the right to communicate about its responses under this policy to the employers or sponsors of involved participants vendors, local law enforcement, media, and the public as Americans for the Arts deems reasonable, necessary, and appropriate.