

# COLLECTIVE

## **Online Code of Conduct**

Collective is dedicated to providing a respectful environment for everyone, both in our online programme and at any activities which require attendance in person.

In our online discussions we ask all participants to listen to both the moderator and other participants, and to leave/ensure there is space for everyone to contribute.

**Collective endeavours to creating an inclusive, safe, comfortable and harassment free environment for everyone, regardless of, but not limited to, their:**

- gender, gender identity and expression
- age
- sexual orientation
- disability
- physical appearance
- body size
- race
- ethnicity
- nationality
- religion
- political views
- knowledge level about contemporary art

We do not tolerate harassment or bullying in any form. Harassment includes; offensive verbal comments, sexual images in public spaces, deliberate intimidation, stalking, following, image capture or audio/video recording against reasonable consent, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

## **Reporting and Enforcement**

At every online event, Collective staff will identify themselves to all participants and explain the best ways to contact them directly if you would like to raise an issue or if you feel you are being harassed.

When participating in an online discussion (on Zoom or another video call/conferencing platform) you can direct message Collective staff.

If the person who is harassing you is a member of staff, they will recuse themselves from handling your incident.

All reports will be handled in the strictest confidence. We will respond as promptly as we can.

**Collective will prioritise people with protected characteristics' safety and therefore we will not generally act on complaints regarding:**

- '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".
- Communicating in a 'tone' you don't find congenial, i.e. 'tone policing'.
- Criticising racist, sexist, cissexist, or otherwise oppressive behaviour or assumptions.

Participants who do not adhere to this code will be asked to stop their behaviour and if it is felt they are not complying they will be removed from the discussion.