

# TANGLED ART + DISABILITY CODE OF CONDUCT

**All community members – including staff, volunteers, board members, artists, sponsors, partners, and attendees – are expected to abide by this code of conduct.**

By engaging with Tangled Art + Disability you agree to abide by this code of conduct and cooperate with organizers who enforce it.

We ask that everyone who enters this public space remains mindful of, and takes responsibility for their speech, behaviour, and actions. This includes:

- Always acting out of respect and concern for the wellbeing and free expression of others
- Actively listening to others and not dominating discussions
- Respecting physical and emotional boundaries
- Not making assumptions about identity, experiences, or pronouns
- Not using words that are racist, sexist, homophobic, classist, transphobic, cissexist or ableist
- Humbly accepting respectful correction (or correcting yourself), keeping in mind that the impact of your words on other people is more important than your intent

We believe that failing to address dynamics of hierarchy, power and privilege alienates and further victimizes members of a community and prevents us from creating the safe, equitable and welcoming space we want.

**We do not tolerate oppressive behaviour, harassment, destructive behaviour, or exclusionary actions.**

## **Enforcement**

Anyone asked to stop unacceptable behaviour is expected to comply immediately.

Anyone who engages in sustained unacceptable behaviour may be sanctioned or removed from the community.

## **What to do if you need help**

If you witness or are subjected to unacceptable behaviour, or experience marginalization or silencing behaviour that limits your full participation, please speak with a Tangled Art + Disability staff member. Your conversation will be held in confidence.