

# JUNE LAKE ARTS

To allow all participants to benefit from JLA events and activities we are committed to providing a friendly, safe, supportive, and harassment-free environment for all associated with JLA.

Every person conducting business with June Lake Arts, including:

- » Employees, whether full-time, part-time, or temporary
- » Volunteers
- » Work-experience or educational temps and interns
- » Members of the board of directors
- » Third parties such as consultants, independent contractors, vendors, and advisors
- » Attendees and performers at events

JLA is committed to creating and maintaining an environment where all are treated with dignity and respect, free from discrimination and harassment. Everyone who enters the event space should be safe from harm, whether it's while watching, working, or performing. We reserve the right to deny any person who violates our Code of Conduct the privilege of performing at or attending current or future events produced by June Lake Arts. We value individuals who observe this Code Of Conduct in all aspects and encourage you to do the same.

Everyone expects cooperation, and Board Members and event organizers will actively enforce this code throughout all events and business conducted with JLA.

Violations are taken seriously.

While part of JLA, you agree to the following:

1. Be proactive in creating a community-oriented atmosphere where the safety of others is prioritized and valued.
2. Respect the physical and emotional boundaries of others
3. Reject violent or discriminatory behavior.
4. Be responsible for your actions and be aware that your actions affect others despite your intentions.

Our commitment to our non-profit mission and goals and the integrity and accountability of upholding it requires that we:

- Are honest in all of our actions and decisions
- communicate professionally and constructively
- Treat everyone with respect, whether in person or virtually; handling dissent or disagreement with courtesy, dignity, and an open mind; being respectful when providing feedback; and being open to alternate points of view
- Follow the law and JLA policies when attending, conducting, and interacting on behalf of JLA
- any sharing of information about the organization or any event attendees or participants via public communication channels be shared responsibly and in a way that clearly distinguishes individual opinion from fact.
- Use common sense and good judgment
- Seek guidance when we are not certain about the right thing to do
- Speak up when we see a problem

Harassment includes offensive verbal or written comments and negative behavior, either in real or virtual spaces, including those that are related to or are based upon gender, age, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion or other group identity. Harassment also includes display of sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events and unwelcome physical contact or sexual attention.

Sexual language and imagery are not appropriate for any JLA event venue, including talks, workshops, social gatherings and within social media channels. Sponsors, exhibitors, speakers, media representatives, commentators and activity organizers may not use sexualized language, images, activities or other material, or otherwise create a sexualized environment.

Registration to JLA events entitles an individual attendee access to the live content delivered through the event. Any attempt to share event access with others is strictly prohibited. Instances of admittance will be monitored throughout the event, and attendees may be ejected without a refund if found to violate this policy.

## CONSEQUENCES OF UNACCEPTABLE BEHAVIOR

If an attendee or participant, in either real or virtual space, engages in inappropriate, harassing, abusive or destructive behavior or language, board and event organizers will determine and carry out the appropriate course of action, including warning the offender,

expulsion from the event without a refund and/or banning the offender from future JLA events and activities. All participants are expected to observe these rules and behaviors in all event venues, including online venues and conference social events. Event participants seek to learn, network and enjoy themselves in the process, free from any type of harassment. Please participate responsibly and with respect for the rights of others.

## WHAT TO DO

If you are being harassed, notice that someone else is being harassed or have any other concerns about an individual's conduct, please report the information to INSERT HERE

## MEDIA CAPTURE AND ATTRIBUTION

JLA maintains the sole right to record, stream and host all content at JLA events, whether in-person or virtually. Video and studio recording, including streaming of sessions on virtual platforms, is strictly prohibited.

## VIDEO AND PHOTO CONSENT

Registration and attendance at, or participation in, JLA event meetings and other activities constitutes an agreement that allows JLA to use and distribute the registrant's, attendee's and/or participant's image, name or voice in recordings, photographs, videos, websites, social media and/or print and digital collateral.

Policy adopted by the June Lake Arts Board - 4/12/2024