

## **Contemporary Visual Arts Network East Midlands' Digital Code of Conduct**

CVAN East Midlands strives to create a safe and secure online environment where staff, facilitators, participants, and audiences can work together confidently in mutual respect. CVAN EM recognises its responsibility to take appropriate action to safeguard everyone delivering or partaking in CVAN EM activity. CVAN EM centres equity, action and a continuity of process and commitment.

Please read our Code of Conduct before participating in any public or closed group online activity hosted by CVAN EM. By attending you agree to adhere to the following:

### **Centre Kindness**

1. Be kind with your words. Participate in a way that shows consideration and respect.
2. Respect that there are varying opinions, beliefs, experiences, and privileges as well as different ways of learning and interacting.
3. Power dynamics exist in this space. Be aware of the space you take up and allow space for all voices to participate, share their thoughts and ideas.

### **Respect Each Other**

4. It is not acceptable to use obscene, profane, threatening, or disrespectful language – both written and verbal – this includes within the Zoom chat.
5. Please behave in a manner such as to avoid any unnecessary risk to the safety, health and welfare of yourself and others, including facilitators, participants, and audiences.

### **Personal Safety**

6. Do not give out personal information online, e.g., email address, phone number or address.
7. Do not share or discuss any confidential, personal, or sensitive information, that has been disclosed by anyone during an event with anyone outside of the event.

### **Behaviour**

8. Do not send material that could be considered threatening, bullying, offensive or illegal.
9. Do not assume anybody's ethnicity, nationality, class, gender presentation, language ability.

## Zero-Tolerance

10. We have a zero-tolerance policy to the any behaviour of a sexual nature, that affects the dignity of people participating, which is considered as unwanted, unacceptable, inappropriate, and offensive to the recipient, and that creates an intimidating, hostile, unstable or offensive environment.
11. We have a zero-tolerance policy to homophobia, transphobia, ageism, racism, ableism, sexism, xenophobia, or any other prejudice based on ethnicity, nationality, class, gender presentation, language ability, asylum status or religious affiliation. If any participant behaves accordingly, they will be removed from the event by the host.

## Get Support

12. If you are concerned or upset about anything you see or hear please speak with the CVAN EM staff member who is hosting the event. On Zoom, please privately message the host through the chatroom function. You can also contact CVAN EM after the event at [info@cvaneastmidlands.co.uk](mailto:info@cvaneastmidlands.co.uk)
13. If you wish to escalate a concern beyond the CVAN EM staff member hosting the event you can contact a [CVAN EM Steering Group member](#).