



## Northwest Collage Society Code of Conduct

### Our Pledge

In the interest of fostering an open and welcoming environment, we as members pledge to making participation in our group a harassment-free experience for everyone.

### Our Non-Discrimination Policy

The Northwest Collage Society (“NWCS”) does not and shall not discriminate on the basis of race, color, religion, creed, gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.

### Our Standards

Examples of behavior that contributes to creating a positive environment include:

- Using welcoming and inclusive language
- Being respectful of differing viewpoints and experiences
- Gracefully accepting constructive criticism
- Focusing on what is best for the NWCS and the community
- Showing empathy toward other NWCS members

Examples of unacceptable behavior include:

- The use of sexualized or discriminatory language or imagery, unwelcome sexual attention or advances, trolling, insulting or derogatory comments, and personal or political attacks
- Public or private harassment of another NWCS member
- Publishing other NWCS members’ private information, such as a physical or electronic address, without explicit permission
- Conduct which could reasonably be considered inappropriate in a professional setting

### Scope

This Code of Conduct applies during NWCS meetings and in public spaces when an individual is representing the NWCS. Examples of representing the NWCS include using an NWCS email address, posting via an NWCS social media account, or acting as an appointed representative at an online or offline event. This Code of Conduct incorporates the requirements set forth in any prospectus for an NWCS exhibit, and NWCS members whose work is accepted into an exhibit are expected to comply with the deadlines and other responsibilities associated with such exhibit.

### The Responsibilities of Our Board

The NWCS Board is responsible for clarifying the standards of acceptable behavior and is expected to take appropriate and fair corrective action in response to any instances of unacceptable behavior. The NWCS Board has the right to temporarily or permanently ban any member or guest for behavior that it deems inappropriate, threatening, offensive, or harmful. Instances of abusive, harassing, or otherwise unacceptable behavior may be reported by contacting the Board at: [info@nwcollagesociety.org](mailto:info@nwcollagesociety.org). All complaints will be reviewed and investigated and will result in a response that is deemed necessary and appropriate to the circumstances. The Board will maintain confidentiality with regard to the reporter of an incident. Further details of specific enforcement policies may be posted or announced separately.