



Code of Conduct

At Pine Shores Art Association (PSAA), we are committed to protecting the safety and well-being of all people. To do this, we ask that every member of our community adhere to our Code of Conduct at our Pine Shores location or at any PSAA sponsored event. People who violate our Code of Conduct will be asked to leave PSAA, with the possibility of termination of membership if applies.

- 1) PSAA does not discriminate on the basis of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender, gender identity and/or expression, sexual orientation, military or veteran status, genetic information, or any other characteristic protected under applicable federal, state or local law.
- 2) We have a zero-tolerance policy against threats or intimidation, stalking, bullying or verbal abuse, gestures of a violent or inappropriate nature, sexual harassment, physical assault, or any other behavior that creates a hostile environment. This includes on social media.
- 3) Be kind and courteous to everyone, and follow instructions issued by board members, instructors, studio monitors, volunteers or other representatives of PSAA acting within their role.
- 4) Disruptive behavior that distracts from learning, art-making or PSAA's day-to-day operations is not allowed.
- 5) Respect our space. Vandalism or theft of studio equipment or materials will be prosecuted. All participants are expected to protect and clean up after themselves.
- 6) Do not block any doorways, walkways, emergency exits. Be sure to store your belongings under your table to avoid tripping hazards.

- 7) Park at your own risk. PSAA is not responsible for any damage to vehicles.
- 8) Keep your clothing and personal effects free of obscene or vulgar images or messages. This includes negative political messages.
- 9) Leave your guns, knives, assault weapons at home. We're a weapons-free facility.
- 10) No illegal drugs are allowed anywhere on PSAAs' property.
- 11) No alcohol is permitted on PSAAs' property. Public intoxication is never okay. (Alcohol is sometimes offered at identified special events when the PSAA Board of Directors has purchased the proper insurance for that event.)
- 12) Smoking is not permitted in the building or within 25 feet of any entrance.
- 13) Always obey local, state and federal laws.
- 14) Do not bad mouth fellow members or workers. This creates a negative environment. If you disagree with a member or board decision, approach that member(s) with respect to discuss.
- 15) Pay your dues, class and/or drop in fees on time. These fees are used to maintain the operation of PSAA.
- 16) For the safety of all our members, PSAA has the right to search any attendees belongs if any suspicious behavior is noted.

Belconnen Arts Centre Code of Conduct

BAC welcomes over 40,000 people to our premises and programs each year. This includes our many casual visitors, the active participants who attend workshops and events, our highly valued volunteers that support delivery of our programs and events, our energetic staff, resident company members and artists in residence, facility hirers and our Board members. We want all who come here to enjoy the many opportunities and benefits BAC can provide.

This code of conduct sets out to ensure all people involved with BAC are aware of their rights and responsibilities and that they respect and act in the best interests of BAC and one another.

Everyone at BAC & participating in activities offsite will

- have access to the Code of Conduct, and be able to refer to it as situations require
- agree to any reasonable request by a member of staff, volunteer or other representative of BAC acting within their role
- use BAC facilities and have access to activities and events without unreasonable distraction or disturbance
- take care in their use of BAC property and report unsafe situations and incidents without delay
- respect the rights, comfort, convenience and point of view of Board members, staff, volunteers, hirers, artists in residence, resident company members and all who visit BAC or access its programs

Our Board, staff and volunteers will

- work for the good of BAC and actively support and promote its objectives
- provide leadership, act honestly and with integrity
- ensure and encourage ethical conduct and decision making
- participate openly and transparently in decision making
- respect decisions taken by the Board
- maintain confidentiality in relation to Board business unless otherwise agreed to by the Board
- declare any potential conflict of interest with their responsibilities to BAC

GUEST CODE OF CONDUCT

Bethel Woods Center for the Arts is committed to providing a safe, comfortable and enjoyable experience for all guests, both in the venue and in our parking lots. We are committed to exceeding our guests' expectations and providing the highest level of customer service. To help us fulfill this commitment, we ask you to join us in making your experience the best possible. Please understand that there is appropriate behavior for the circumstances of each different concert. We ask that...

- Guests shall be respectful of all other guests, entertainers, venue staff and property.
- Guests shall not act in an unruly or disruptive manner and shall not interfere with other guests' enjoyment of the event.
- Guests who drink alcoholic beverages shall do so in a responsible manner.
- Guests shall smoke only in designated areas.
- Guests shall refrain from using offensive language, making obscene gestures, throwing objects and possessing prohibited or illegal items.
- Guests shall never enter the performance areas or interfere with the event in any fashion.
- Guests shall comply with the directions of the venue staff.

For the safety and convenience of all guests, every person and vehicle on premises is subject to search at the venue. This search may include the use of hand-held metal detectors and hand searches of individuals and carried items.

We strongly urge all Guests to budget additional time for entry into the venue when planning their visits. Any item or property that could affect the safety of the venue, its occupants or its property shall not be permitted into the venue. Bethel Woods reserves the right to prohibit or require removal of any items at their sole and absolute discretion. Any person that could affect the safety of the venue, its occupants or its property shall be denied entry.

Conduct deemed by Bethel Woods to be inappropriate to the peace and good order of events or which may adversely affect the safety of persons or property will be immediately addressed by our staff. Event patrons are responsible for their conduct as well as the conduct of their guests and/or persons occupying their seats. Event patrons and guests who violate the code of conduct will be subject to ejection without refund.

Guests are encouraged to report any violations of the Guest Code of Conduct to the nearest Bethel Woods staff member or Security guard.

Bethel Woods appreciates your assistance with the provisions of our Guest Code of Conduct.