

CHAPTER

Code of Conduct

December 2021

CHAPTER

Welcome to Chapter Arts Centre!

Chapter is a national centre for world class contemporary arts and culture. It is a place that stimulates and supports creative artistic practice to inspire everyone to engage deeply with the arts.

Whilst you're here, we want you to feel safe, respected and able to enjoy your experience with us. Please read our organisational Code of Conduct that we ask all staff, trustees, volunteers, artists, collaborators, and visitors to follow.

CHAPTER

MAINTAIN A SAFE SPACE: Whether in-venue, using our online platforms or taking part in an off-site project that we've organised, we want you to feel safe and welcome.

We ask you to be kind, polite and respectful to others, and to acknowledge that not everyone's experiences are the same.

We do not tolerate discrimination in any form, and this includes the use of abusive, racist, sexist, misogynist, able-ist, classist, size-ist, ageist, homophobic or transphobic language or materials.

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ADDRESS YOUR PRIVILEGE: Consider your privileges and how other people may not have had the same advantages as you. Think about the visible and invisible barriers that exist to those without certain privileges and acknowledge how your own privilege might perpetuate these barriers.

BE INCLUSIVE: We are working to include and not discriminate. We don't tolerate any direct or indirect forms of discrimination based on sexuality, gender, race, disability, socio-economic status, age, size or religion.

AVOID PRECONCEPTIONS: Be aware that people may face visible and invisible limitations due to a number, and sometimes a combination of, factors. Treat everybody as an individual and respect the needs of others. Reflect on your own biases and work against these.

CHAPTER

RESPECT TERMINOLOGY: Be mindful that people use different terms for self-describing around race, gender, class and disability among other things. If you are unsure of how to identify somebody, avoid making assumptions and ask how they wish to be addressed. Respect the right to self-describe.

BE OPEN TO LEARNING: Make space for open discussion and debate, and respect those with different experiences or opinions. Be open to feedback, being wrong and learning.

LOOK AFTER ONE ANOTHER: Treat all people with respect and consideration. Unless invited, don't invade other people's personal or emotional space. Remember their boundaries may not be the same as your own. Always seek consent, and if somebody says 'no', then stop. Actively check in on others to make sure they are safe and supported.

STRIVE FOR ACCESSIBILITY: We aim to make our venue and programme accessible to people from all backgrounds. There are many barriers to access, and we work with our communities to understand and address them.

CHAPTER

HOW TO REPORT: We are committed to resolving issues quickly and effectively, to maintain positive relations and a safe environment for everyone.

If you see or experience any unwanted attention, contact, bullying, harassment, or behaviour of any kind that makes you uncomfortable, please speak out and notify our staff immediately. The staff member will report to the Deputy Director within 24 hours. The Deputy Director will formally record and follow up the complaint within 48 hours of the incident.

Sexual harassment, acts of aggression, racism, misogyny, transphobia, homophobia, religious bigotry or hatred and discrimination of any kind are not permitted. Anyone found to be committing such acts will be removed from the venue.

Chapter's Code of Conduct applies to everyone using the arts centre or attending any Chapter projects off site. If you would like to share feedback, please get in touch via enquiry@chapter.org.

This Code of Conduct was published in December 2021 and will be reviewed every six months.