



## ***Inverlochey Art School Safer Spaces Policy***

As a Visitor, Tutor, Student, Studio Artist, Exhibiting Artist, Employee, Volunteer or Board Member of Inverlochey Art School, we ask that you take responsibility for your behaviour and privilege by understanding the ways it can affect others.

As a Visitor, Tutor, Student, Studio Artist, Exhibiting Artist, Employee, Volunteer or Board Member of Inverlochey Art School, you are expected to uphold our Safer Spaces Policy by:

Respecting the physical, emotional, and mental boundaries and the safety of others

Creating and maintaining an environment where all Visitors, Tutors, Students, Studio Artists, Exhibiting Artists, Employees, Volunteers or Board Members of Inverlochey Art School feel able to share their feedback, concerns and criticisms of Inverlochey Art School's operations and programming. When providing this feedback, especially when it is critical, it should be done so in a way that is sensitive to the paid and unpaid labour of Inverlochey Art School's Tutors, Employees, Volunteers and Board Members

Recognising that the public opinions expressed by Visitors, Tutors, Students, Studio Artists, Exhibiting Artists, Employees or Board Members of Inverlochey Art School, outside the confines of Inverlochey Art School, do not reflect the opinions of the school itself

Not partaking in, and actively working against the use of racist, sexist, classist, transphobic, homophobic, ableist, fatphobic or religiously bigoted comments of any kind

Acknowledging the unceded sovereignty of the indigenous inhabitants of Te Whanganui-a-Tara and acting in awareness of Te Ao Māori

Actively engaging with anti-racism by creating a safe and supportive environment for all

Respecting the names and pronouns of all Visitors, Tutors, Students, Studio Artists, Exhibiting Artists, Employees, Volunteers or Board Members of Inverlochey Art School, not assuming through language someone's gender, and striving to use they/them pronouns if you do not have specific prior knowledge of that person's pronouns.

Actively working towards creating a space that cultivates a culture of consent. This acknowledges that everyone has their own autonomy to define boundaries around what feels comfortable to them, which are to be respected unconditionally

Acknowledging the legitimacy of the contract and/or written agreement and/or verbal agreement which you have previously signed and/or complied with as a Visitor, Tutor, Student, Studio Artist, Exhibiting Artist, Employee, Volunteer or Board Member