

Archie Bray Foundation (The Bray) Code of Professional Conduct

The Archie Bray Foundation for the Ceramic Arts (The Bray) is committed to providing a place for artists to work in a safe space of equity and respect, recognizing the diverse range of makers, artists, craftspeople, designers, and thinkers who make up our residents, staff, board, students, volunteers, supporters, and creative partners. As a community, we strive to build a supportive environment that stimulates creative work in ceramics where all are welcome. Maintaining such an environment requires a collective responsibility for each other's wellbeing and for the wellbeing of The Bray as a whole.

All members of the community are expected to be personally and professionally honest and respectful of the rights and interests of the others in The Bray community. Those who use and enjoy the facilities and benefits of The Bray must do so without undue disruption to themselves or to others. We all must pledge to maintain a community where all members feel personally safe, listened to, valued, and treated with fairness and respect.

The expectations for professional conduct for all members of The Bray community include the following:

Professional Behavior: We commit to a high level of effort and investment in our creative work in an environment that fosters professionalism and excellence. All members of the community will communicate with one another in a manner that is respectful and that in no way discriminates against, intimidates, or harasses others, and treats the ideas and creative pursuits of others with respect. Residents, Staff and Board are representatives and ambassadors of The Bray and are expected to conduct themselves with integrity and a shared sense of community.

Respect for People's Rights and Dignity: Respect for The Bray and each member of The Bray community is essential to a welcoming spirit. Actions that create an intimidating, threatening, or hostile environment are therefore regarded as serious offenses per our non-discrimination policy.

Respect for Diversity: Diversity is a source of strength for our community and contributes to a positive creative and educational environment. The Bray has adopted a Non-Discrimination Policy for all members of The Bray community.

Sexual Harassment and Misconduct: The Bray will not tolerate sex or gender discrimination, including sexual misconduct such as sexual harassment or sexual assault, stalking, domestic or intimate partner violence, or offensive or intimidating sexual language.

Respect for the Safety of Others: Maintaining a safe environment requires a commitment to the safety of others. Members who engage in acts of violence on or off The Bray premises may pose a risk to the safety of the community. The Bray has a duty to promptly address such acts of violence to determine if there is any continuing concern for the safety of others. The Bray will take such actions as appropriate for the continuing safety of the community, whether criminal charges have been filed or not.

Respect for Bray Property: All members of the community are expected to participate in the sound stewardship of The Bray facilities and property. Persons using facilities and equipment will do so with care. Engaging in actions or activities that will damage or degrade the facilities or property of The Bray will not be allowed.

Accountability:

The Bray will address complaints involving the professional conduct of members of its community in the same manner as it will consider complaints under its Nondiscrimination Policy.