

# Code of Conduct

## The Clay Studio of Missoula

### Core Values

Inclusivity, egalitarianism, compassion, creativity, safety, and accessibility

### Mission

The Clay Studio of Missoula is a nonprofit community center for the ceramic arts. Our organization's goal is to provide the general public with affordable access to high-quality ceramic art instruction.

### Code of Conduct

The following Code of Conduct is designed to preserve our mission and core values to create an environment in which all people, whether they are members, students, or visitors, feel safe, welcomed and valued.

- Treat all people with equality and dignity without regard to gender, race, color, creed, ancestry, place of origin, political beliefs, religion, marital status, ability, age, gender identity, or sexual orientation
- Act with fairness, honesty, kindness, and understanding in interactions with and around other members, students and guests in order to nurture a safe working environment
- Promote and protect the Clay Studio of Missoula's *zero tolerance policy* regarding physical, verbal, emotional, and sexual abuse or harassment
- Understand that an unsafe environment can be caused by inappropriate behaviors that are physical, emotional and/or verbal.

Failure to abide by this Code of Conduct may be grounds for termination of membership, rental, and/or class registration. We also reserve the right to refuse access if past examples of misconduct at the Clay Studio of Missoula cause concern to current membership.

This code has been put in place to ensure the safety and comfort of all members, students and guests, as well as to ensure our mission and core values are understood and practiced by all.

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