



Haystack's community guidelines are one of the ways we put our organizational values, and the goals of our Strategic Plan, into action. They are intended to establish a shared understanding of our common goals, how we create community, and the principles that ensure all people feel welcome and respected. It is expected that everyone coming to Haystack will help contribute to a culture in which all members feel personally safe, listened to, valued, and treated with fairness and respect.

### **Remember our mission and goal**

Our shared goal at Haystack is to connect people through craft. We believe in creating an environment that supports the exploration of new ideas in a supportive and inclusive community. Serving an ever-changing group of makers and thinkers, we are dedicated to working and learning alongside one another, while exploring the intersections of craft, art, and design in broad and expansive ways.

### **Creating a sense of belonging**

Haystack is committed to fostering a welcoming environment that honors the safety, health, mutual respect, and well-being of everyone at the School. If someone is asking you for support, do your best to help them find a solution or direct them to someone on staff who can help.

### **Studio Culture**

Being in the studio is central to the Haystack experience. Be respectful of shared space and follow safety guidelines at all times. No one is permitted in the studio if under the influence of alcohol or drugs, except the legal use of prescribed medication that does not impair the safe use of Haystack resources. When participating in group discussions please listen to others and consider multiple perspectives. Avoid dominating group discussions and make space for other people. Challenge your preconceptions and try to be open to new approaches.

### **Honor Everyone's Boundaries**

Care for yourself and communicate your needs while also respecting other people's boundaries. Please ask for consent before making physical contact or using someone else's belongings. Always ask permission before photographing or posting about someone or their work. We believe in taking responsibility for our actions, learning from our mistakes, and moving forward.

### **Make no assumptions**

Haystack celebrates a community built on broad views and backgrounds. We avoid making assumptions about people's gender, race, ethnicity, religion, sexual orientation, age, ability, or anything else related to their identity or lived experiences. Individuals identify in many different ways that may not be externally explicit. For example, we ask that members of our community avoid making assumptions on individuals' gender. If an individual feels comfortable, we encourage sharing of pronouns and we ask in all cases that others show respect to those preferences.

## **Inappropriate conduct**

Haystack does not tolerate discrimination or harassment, whether directed at an employee, program participant, faculty, or other members of the Haystack community. We ask you to be conscientious about your words and behavior. Harassing or discriminatory conduct—whether intentional or not—based on an individual's sex, gender identity or expression, race, ethnicity, religion, sexual orientation, age, familial status, disability, or any other categories protected by law are unacceptable on Haystack's campus and will be addressed. Our top priority is making sure everyone feels respected and able to participate.

If Haystack determines that a harmful incident has occurred, we may first seek a solution through conversation and possible accommodations based on the willingness of those involved. We expect all individuals to uphold the Community Guidelines, and Haystack may be obligated to investigate and take action against an offending individual, up to removing individuals from campus, if their actions fail to respect these guidelines or devalue the teaching and learning experience for the larger community.