



London **Arts** Council

Code of Conduct for Artists

Intent

The London Arts Council (**LAC**) is committed to providing a safe, healthy, respectful, inclusive, and ethical work experience and has created this code of conduct to set behavioural expectations for artists who are working with LAC in a professional capacity and/or sub-contracted to perform certain work on a project, program, or opportunity basis.

Guidelines

Organizational Mandate

LAC works with public, private, and community partners to build and sustain Londoners' awareness of, involvement in, and support for all artistic disciplines across the city.

Our programs in education, health, and community provide paid opportunities for professional artists to create and deliver artworks as well as, support arts organizations in London, ON.

Organizational Values in the Context of Code of Conduct for Artists

In order to fulfil the organizational mandate, artists who are working with LAC in a professional capacity and/or sub-contracted to perform certain work on a project, program, or opportunity basis are expected to uphold the following organizational values individually and collectively.

Integrity

Artists are required to follow through on their commitments, prioritize open communication, and show accountability. Pride in one's work is important, as well as owning up to errors.

Professionalism

Artists are required to conduct themselves professionally, by showing respect and consistency in decision-making, conversations, and interactions with LAC team, other artists, or members of the public.

Artists are required to follow processes mindfully and provide updates to appropriate LAC team members regarding statuses, issues, and concerns.

Artists are required to maintain ethical and legal standards and **MUST NOT** misrepresent LAC in any manner. In this regard, professional conduct for LAC should not be interpreted as representing the organization.

Respect

LAC is committed to providing a safe and supportive workplace in which diversity, dignity, and the perspectives of all individuals are respected.

Artists **MUST** understand that there is no place for harassment, discrimination, or abuse of any kind, including abuse of power, and LAC will not tolerate such behaviours towards LAC team, other artists, or members of the public.

Artists are required to interact with LAC team, other artists, or members of the public in a respectful manner. Any aforementioned disrespectful behaviours will result in removal from LAC's programs, projects, and opportunities.

For further information, please refer to LAC's Respectful Workplace Policy.

Behaviour and Practices

To guide artists on professional conduct, LAC has established the following expected behaviours and practices:

Dress Code

Artists are expected to dress professionally and appropriately for the occasion. As professional artists working with LAC must present themselves in a clean and professional manner. Clothing should be without offensive language or inappropriate designs.

Punctuality

Artists must arrive on time and follow the guidelines outlined in the artist contract to notify the appropriate LAC team member of lateness or absences. Failure to follow these guidelines could result in removal from LAC's programs, projects, and opportunities.

Compliance

All material instances of non-compliance with the Code must be reported to the appropriate LAC team member in a timely manner.

Contravention of any provision of the Code or other policies may result in disciplinary action, up to and including removal from LAC's programs, projects, opportunities, in addition to possible civil, criminal, and regulatory action.

Illegal and Unsafe Behaviour

To foster a safe and inclusive environment, the organization strictly prohibits hazardous, criminal, violent, discriminatory, or otherwise illegal or unethical behaviour, actions, words, and work.

Artists **MUST** conduct themselves in a manner conducive to a safe and inclusive environment, following the standards outlined in the Respectful Workplace Policy.

Reporting Violations

If an artist becomes aware of any wrongful acts or fraudulent offences or knows of any circumstances, events, deeds, or actions that could be detrimental to the organization's interests or its reputation for integrity, is aware of any other breach of this Code is obliged to report such breaches directly to the appropriate LAC team member.

Any form of retaliation against a complainant reporting a violation in good faith is strictly prohibited. The organization investigates complaints in a timely and private manner, working with the complainant (where possible) and any relevant parties to find a solution.

Acknowledgement and Agreement

I, (artist name), acknowledge that I have read and understand the Code of Conduct of London Arts Council for Artists. I agree to adhere to this code and will ensure that artists working under my direction adhere to this code. I understand that if I violate the rules set forth by this code, I may face disciplinary action up to and including removal from LAC's programs, projects, and opportunities.

Name: _____

Signature: _____

Date: _____