

## CONDUCT & SENSITIVITY

In these difficult times, we hope this week can be a warm and supportive place where the differences and perspectives of our members can be embraced. Let this be a place where sincere intellectual and artistic judgments are offered in a humane, respectful environment. Let us welcome our differences, from the words on the page and the stories we tell, to our identities, experiences, ages and values. *Please take care of each other.*

We ask that you listen closely to each other, try not to interrupt, and address each other with understanding, respect, and kindness. Some of you will be quiet and reticent; some of you, naturally, will offer up more comments. Please help those who are less likely to speak feel welcome doing so.

Please be aware of how your comments may affect others in the group. Here is a helpful resource from the SPLC:

<https://www.splcenter.org/20150125/speak-responding-everyday-bigotry#my-own-bias>

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## CODE OF CONDUCT

Respect and consideration for others, both within and outside workshop sessions, are core values to be upheld by all participants and teaching staff. The Community of Writers will not tolerate any instances of discrimination, harassment, or any other form of mistreatment in conjunction with any of our programs. Harassment or disrespect of community members on the basis of race, color, religion, sex, sexual orientation, national origin, age, marital status or disability is unacceptable and will not be tolerated.

Participants are expected to adhere to all federal, state and local laws and regulations while participating in a Community of Writers program. Should a staff member, contractor, volunteer or program participant be found to violate any aspect of the organization's code of conduct, the Community of Writers reserves the right to dismiss her or him from the program. Consequences may include, but not be limited to, suspension, dismissal from the current program or activity, and/or ineligibility for all future activities.

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*We want you to know our door and our hearts are always open. If you have any issues, questions, problems, we are here to help. It is our hope that you have the best week possible, and we will strive to make that happen.*