



Indiana Arts Commission Programs Code of Conduct Policy

In conjunction with the [Workplace Harassment Prevention Policy](#) established by the Indiana State Personnel Department, the following Code of Conduct is established:

Programs, convenings, and other related events organized by the Indiana Arts Commission (IAC) are meant to provide a harassment-free experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, or technology choices. The IAC does not tolerate harassment of program participants or event attendees in any form. Harassment includes but is not limited to: offensive written and verbal comments; deliberate intimidation, stalking, following, harassing, unauthorized photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Participants asked to stop any harassing behavior are expected to comply immediately.

Contracted facilitators, speakers, panelists, vendors, grantees etc., are also subject to the anti-harassment policy in that they shall not harass participants or be harassed by participants.

We expect participants and contractors to follow these expectations at both online or in-person trainings, programs, convenings, or other social events.