



## **Visitor Code of Conduct**

*Columbus Museum of Art (CMA) wants to ensure that everyone has a great experience with great art.*

*It is the Columbus Museum of Art's policy to prohibit intentional and unintentional harassment of any individual by another person.*

*We are dedicated to providing a harassment-free experience for everyone, including but not limited to gender, gender identity and expression, sexual orientation, disability, physical appearance, age, race, national origin, religion, marital status and veteran status*

*This Code of Conduct applies to all Columbus Museum of Art properties, events and internet activities. Anyone who violates this Code of Conduct is subject to expulsion from our property at the discretion of the Response team.*

*CMA expects everyone be treated with respect and consideration. To communicate openly and thoughtfully with others and be considerate of the multitude of views and opinions that are different than your own.*

*Some of our spaces are subject to additional rules, which will be made available to visitors. Visitors are responsible for knowing and abiding by these rules.*

### **Harassment includes, but is not limited to:**

- Offensive comments or actions intended to minimize or threaten a person's lived experiences, or identity.
- Unwelcome comments regarding a person's lifestyle choices and practices.
- Deliberate mis-gendering or use of someone's old name.
- Gratuitous or off-topic sexual images or behavior in spaces where they are not appropriate.
- Threats of violence or acts of violence.
- Incitement of violence towards an individual, including encouraging an individual to commit self-harm.
- Deliberate intimidation.
- Stalking or following.
- Harassing photography or recording.

- Unwelcome sexual attention or physical contact without consent or after asked to stop.

**Discrimination/Harassment is not:** CMA prioritizes marginalized peoples safety over privileged peoples comfort. The Response team reserves the right to not act on complaints regarding:

- 'Reverse'-isms, including 'reverse racism', 'reverse sexism,' and 'cisphobia'.
- Reasonable communication of boundaries, such as "leave me alone", "go away", or "I am not discussing this with you".
- Communicating in a 'tone' you don't find congenial
- Criticizing racist, sexist, cissexist, or otherwise oppressive behavior or assumptions.

## **Reporting**

If you or someone else is being discriminated against or harassed, or have other safety concerns please report it as soon as possible. You can make a report in person to a staff member or can contact the Response team by email at [info@cmaohio.org](mailto:info@cmaohio.org) or (614) 629-0316. We will respond as promptly as we can.

If you feel that there is an emergency, or your safety or the safety of others is in jeopardy, please contact the Columbus Police Department at 911 or the non-emergency number (614) 645-4545.

When taking a report in person, our staff will make every effort to provide a space where you feel safe. They may involve other staff to ensure your report is managed appropriately and respectfully.

We reserve the right to reject any report we believe to have been made in bad faith. Reports intended to silence legitimate criticism may be deleted without response. We will respect confidentiality requests for the purpose of protecting victims of abuse. At our discretion, we may publicly or with a third party name a person about whom we've received harassment complaints, if we believe doing so will increase the safety of our spaces and the public.

## **Consequences**

Visitors asked to stop any discriminatory or harassing behavior are expected to comply immediately and to not repeat their behavior, or will be subject to expulsion with no refund from the premises and related events, or future events.