

# Code of Conduct

We are committed to fostering a supportive and respectful environment. All stakeholders (board members, members, staff, casual labour, volunteers, et al) are expected to adhere to the principles outline herein. By fostering a culture based on these principles, we can collectively enhance our organization and the community we serve.

**1. Customer Service** - We serve the public interest with a positive, engaged, and professional attitude, ensuring that each interaction reflects our commitment to quality and respect.

**2. Open Communication** - We communicate openly, respectfully, and promptly. Transparency and honesty foster trust and collaboration among team members and with our community.

**3. Accountability** - We take ownership of our actions, keep our commitments, act with integrity, and always strive to do the right thing. We acknowledge our mistakes and learn from them.

**4. Healthy and Safe Work Environment** - We provide a workplace that is free from recognized hazards and maintain working conditions that prioritize safety and health for all employees and clients.

**5. Fun** - We believe that respectful humor, laughter, and fun are essential components of our organizational culture. A joyful environment enhances both individual and collective well-being.

**6. Innovation** -We embrace new ideas and technologies to promote creativity and improve our services. We encourage an atmosphere where innovative thinking is welcomed and cultivated.

**7. Participation** -We achieve sustainability and success as a collective, member-based gallery through active involvement, teamwork, and recognition of each member's contributions.

**8. Continuous Learning and Development** - We promote ongoing success and personal growth through continuous learning, professional development, and collaboration within our team and broader community.

**9. Dispute Resolution** - We aim to resolve disputes in a timely and professional manner. We employ varied approaches tailored to the specific issue at hand, emphasizing the

importance of finding mutually beneficial and constructive solutions to maintain amicable relationships.

**10. Inclusivity** - We strive to promote all artists represented in our gallery to the best of our ability and without bias.

**11. Merit** - We are a merit-based organization. All stakeholders have an equal opportunity to participate, and all will be judged against a common set of criteria.