

ALAS is committed to dialogue, active listening, cooperation, sharing, solidarity and empathy in developing the voice of artists and creative practitioners in the sector. With a commitment to diversity ALAS seeks to include all artists and creative practitioners dedicated to socially engaged practice regardless of race, class, gender, sexual orientation, age and national status, and any areas where each of these might intersect. We operate and conduct our events, meetups, discussions and exchanges in a safe welcoming space both online and in real time.

ALAS aims to make spaces and schedules for public gatherings, exhibitions, and workshops as accessible as possible to the widest range of people.

1. Racism, ageism, homophobia, sexism, transphobia, biphobia, ableism or prejudice based on ethnicity, nationality, class, gender, gender presentation, language ability, asylum status or religious affiliation is neither accepted nor welcome.
2. Both physical and emotional boundaries must be respected including explicit verbal consent before engaging in any physical contact with someone or crossing personal boundaries.
3. Bring an awareness of the space you hold, the positions and privileges you bring, including racial, class and gender privilege and how these may affect others.
4. Never make assumptions on the opinions and identifications of other participants without kindly asking first and then engaging in active listening.
5. Make every effort in your interactions with others to not judge, look down on another or enter into competition.
6. Be aware of the language you use in discussions and exchanges and how this relates to others.
7. Work together to foster a spirit of mutual respect: Listen to the wisdom everyone has to share.
8. Give generously to each person the time and space to speak and share their thoughts and ideas. In discussions, wait your turn to speak, do not interrupt others, and be kind with your words.
9. Always remember: 'Respect the person; challenge their behaviour.'
10. These agreements are shared by attending an event of any kind with ALAS. If someone violates these agreements a discussion or mediation process can happen with the help of another person, depending on the wishes of the one who was violated. If a serious violation happens to the extent that someone feels unsafe, the offending party can be asked to leave the space and/or event all together. Those present can nominate the person or process that can mediate if needed.
11. Adhering to these agreements are a collective responsibility and everyone is individually responsible for checking their own behaviour.

Safeguarding:

ALAS is committed to following careful safeguarding protocols. We will always:

1. Follow guidelines about data control and sharing.
2. Follow guidelines about ethics.
3. Identify local referral network and incident reporting.
4. Complete Risk Assessments both overall and per commissioned project.

If you have any questions about either our Safer Spaces or Safeguarding policies, please do not hesitate to [contact us](#).