

DENTON ART AND PERFORMANCE COLLAB (DAPC)

CODE OF CONDUCT

Rolls for DAPC:

Team Lead/Social Media/Communications/Founder: Ali

Music Lead/Sound Guy: Bret

Forms/Website Lead: Alex

Purpose:

DAPC is an event planning and booking organization. We strive to maintain a safe place for everyone involved. Our goal is to collaborate with local artists, performers, and small businesses to plan vending events that will be beneficial to all involved. Our events will be Denton based and feature Denton talent as much as possible. DAPC expects integrity, transparency, and honesty.

Rules and Guidelines:

- Must maintain a respectful lifestyle and display respectful public behavior to not tarnish our name or make others feel unsafe in any way. ***Violation of this may result in termination.***
- Maintain professionalism when communicating with potential vendors/performers/hosts. Forming romantic relationships with clients is frowned upon and could lead to termination.
- We will treat others, including team members and community, with kindness and respect.
- Be willing to help promote all events, including inviting people individually and sharing events on social media.
- Be willing to help with crafting/DIY décor for themed events.
- Be willing to show up early to events to help set up.
- No slander will be tolerated, personal or related to DAPC. ***This is grounds for immediate termination from DAPC.***
- Work information needs to remain confidential –not mentioning certain projects, practices, etc. in public or on social media. Passwords and access to any social media or emails will be protected and only given out on as needed basis. If these are given to anyone other than approved team members, this will be means for termination.

-Don't post offensive or extremist content that would have a negative reflection on DAPC. Controversial political views and comments are considered a negative reflection on DAPC.

-Racism, sexism, and any other extremist views and comments will not be tolerated. **These are means for immediate termination.**

-Discrimination will not be tolerated. This means discrimination based on race, color, national origin, gender, sexual orientation, gender identity, disability, religion, or age. Some venues do not allow people under 18. This will be respected for those venues in order to follow their policies.

-Sexual harassment or any other form of harassment will not be tolerated. This includes threats, bullying, shaming, and mocking. People with past sexual harassment charges will not be considered for our team or any other involvement with DAPC.

-Firearms will not be permitted at our events or during meetings.

-Respect people's pronouns and preferred names. This is information that we obtain in applications, but if there is any question about this, please ask the person respectfully.

-Respect personal boundaries at all times. These can differ with each person and need to be identified. If a member ever feels like these boundaries are not respected, they need to make this known, and we will have a meeting to determine what actions need to take place to rectify the situation.

-If tasks are assigned or accepted and cannot be completed by the deadline, that must be communicated so others members can step in to help within a timely manner.

-Be willing to stop by recurring events that a team member isn't vending at to collect fees and check on vendors to make sure everything is set up and looks good. This task will fall on whoever is available.

-DAPC chat should be used for business only. Business can be fun! Personal plans should be handled elsewhere.

-Previous work history, public behavior, and reputation will all be considered when bringing on new members. Other factors may also be reviewed when considering new members. New members will be approved by all existing members. New members must bring something to the group that is needed.

-If an existing member can no longer be involved for whatever reason, we will consider filling their position with another person if necessary. If an existing member can no longer be involved but refuses to resign, they may be removed from DAPC. This will happen after all factors are discussed with all members, so we can make the best decision for DAPC to be successful.

-DAPC is a no-trace left behind organization. We will leave the property that is hosting our event the way we found it, or better if possible.

-If you test positive for anything contagious, including but not limited to COVID-19, you must let us know so we can keep a safe distance and allow you time to recover.

-Never retaliate against anyone who raises a concern in good faith about a possible violation of the Code, DAPC policies or the law, or who cooperates in an investigation. Speaking up is not always easy, but it is the right thing to do.

VIOLATION OF ANY OF THESE RULES AND CODE OF CONDUCT CAN RESULT IN TERMINATION. THIS WILL BE EVALUATED BASED ON THE SITUATION.

Information pertaining to vendors, application process, and money collected.

DAPC will have an application form for vendors to fill out for each large event, one per month ideally. Vendors will be selected based on variety and how well their product flows with the event theme. Team members will vote on vendor selection. Team members will always have a space at large events, but are not obligated to vend at all large events, given they have other responsibilities or plans. This will be discussed before other vendors are selected.

Recurring events will not require an application. We will fill those spots on a first come, first serve basis, while still taking variety among vendors in consideration. Ali will book these spaces but may ask for team input. Team members are allowed to vend at recurring events, but will not be permitted to vend at every recurring event. This will allow for variety and equal opportunity for other vendors. Vendors will be placed on a rotating list and allowed one space per month for recurring events. Some exceptions may be made if we are having a hard time filling the spots. **Examples of recurring events are Art & Sol Market and Aura Coffee & Crafts.

Money collected from vendor fees, door fees etc. will be used for DAPC only. DAPC funds are used to purchase decorations and supplies, pay performers, pay to rent spaces, pay artists that contribute artwork for promotional purposes, or to purchase incentive beverages for volunteers. Incentive purchases for volunteers will be discussed prior to each event and will be agreed upon by all team members. DAPC will also donate to charities occasionally. This money will not be distributed to members as a form of pay. Team members get the perk of vending at no cost and being part of successful markets.