



Community Agreement

Last updated: 7/16/2025

Surf Point seeks to create a positive environment conducive to individual exploration within a larger community of residents, staff, visitors, and contractors. Each individual involved in our program is required to behave with mutual respect, accountability, collegiality, and good intentions. As a member of this community, please familiarize yourself with and adhere to our rules and guidelines. Your questions are welcome.

COMMUNITY GUIDELINES

Cultural Appreciation—As a member of the SP community, you, along with other residents, guests, contractors, and the staff bring diverse experiences, perspectives, and beliefs. To support a welcoming and inclusive environment, we ask that you commit to being understanding and open to the varied cultural and social norms that may at times be unfamiliar or at odds with your own.

Communication—Working in a community requires the ability to communicate respectfully and to actively listen. We encourage respect and clarity in communicating your needs, boundaries, perspectives, and opinions to others as well as practicing the same when others communicate with you. We all should assume best intentions and be as proactive as possible to address issues that may arise. If you, for any reason, find that you need support or assistance in communicating with someone, we encourage you to speak directly to the Executive Director so that they may assist or support you. For issues pertaining to the Executive Director, please contact the Board Chair.

Respect—Please be respectful of people and observe cultural and/or personal boundaries they communicate to you and others, particularly as they relate to health and safety. This can go a long way in making someone feel welcomed, respected, and included.

Engagement—Paramount to the success of our community is your role as an active and contributing member of it. During your time as a resident, we hope that you will participate in activities that may not be mandatory but enrich the residency experience.

ANTI-HARASSMENT POLICY

Everyone in our community arrives with their own understanding of cultural and social norms. To best support this, everyone must understand the behaviors that are considered unacceptable at Surf Point. We have a zero-tolerance policy against threats or intimidation, stalking, bullying or verbal abuse, gestures of a violent or

inappropriate nature, sexual harassment, physical assault, or any other behavior that makes an individual feel uncomfortable on account of actual or perceived age, race, creed, color, national origin, sex, religion, physical or mental ability, sexual orientation, gender identity, gender expression, ancestry, marital status, veteran status or other military status, legal alien status or citizenship status, genetic carrier status, genetic information, AIDS or AIDS-related complex or HIV status, being a victim of domestic violence, participation in a protected activity, or any other characteristic protected by federal, state, or local law. Failure to conduct yourself in a manner that is in accordance with the guidelines outlined in Surf Point's Community Agreement may result in the termination of your residency.

Examples of unacceptable behavior include:

- Offensive, derogatory, threatening, or aggressive remarks about a person's actual or perceived gender, gender identity + expression, sexual orientation, disability, physical appearance, age, language, body size, race, ethnicity, nationality, religion, socioeconomic standing, or otherwise.
- Deliberate misgendering or use of an individual's 'dead' or rejected names.
- Pattern of inappropriate social contact, such as requesting/assuming inappropriate levels of intimacy with others.
- Persistent verbal or behavioral micro-aggressions such as a comment or action that negatively targets a person or a marginalized group of people, whether intentional or accidental.
- Leering, making sexual gestures, or displaying sexually suggestive objects, pictures, cartoons, calendars, or posters at someone that are not related to your artistic practice.
- Making or using derogatory comments, epithets, slurs, and jokes
- Verbal sexual advances or propositions
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body or physical appearance, sexually degrading words used to describe an individual, suggestive or obscene letters, notes or invitations
- Touching (without consent), assault, or impeding or blocking movement. Offensive and unwelcome physical contact of a sexual nature, including the touching of another's body; the touching or display of one's own body, or any similar contact.

CONFLICT RESOLUTION PROCESS

In the event that you experience or witness an issue that needs support, please communicate this in writing or verbally to the Executive Director as soon as possible. For issues pertaining to the Executive Director, please contact the Board Chair. Surf Point will protect the confidentiality of the parties involved except to the extent necessary to investigate. If an investigation confirms that those in question have engaged in conduct contrary to Surf Point's policy, Surf Point will take appropriate corrective action that could include residency termination of the offending individual/s. No reprisal, retaliation, or other adverse action will be taken against anyone making a good faith complaint or for assisting in the investigation of any such complaint. Any suspected retaliation or intimidation should be reported to the Executive Director.

We hope that these guidelines provide clarity and help set shared expectations to foster a welcoming environment conducive to experimentation and camaraderie. Thank you for doing your part.