Digital Code of Conduct

The Museum of Latin American Art (MOLAA) is committed to adhering to and honoring the highest standards of ethical conduct. MOLAA strives to provide a welcoming and harassment-free space for its members, event hosts, and participants in digital events, meetings, and online programming.

MOLAA does not tolerate discrimination or harassment in any form at its events. Discrimination is the unjust or prejudicial treatment of others based on real or perceived characteristics or identities.

Harassment includes but is not limited to:

- Deliberate misgendering
- Derogatory comments in online spaces affiliated with MOLAA
- Intimidation or unwanted attention based on race, ethnicity, color, nationality, religion, age, class, ability, sex, gender identity, gender expression, sexual orientation, sexual identity, appearance/presentation, physical disability, and other characteristics or identities
- Racist, sexist, homophobic, transphobic, or otherwise discriminatory jokes or language
- Sustained, non-constructive disruption of meetings, programs, and events
- Threats or acts of violence
- Unwelcome sexual attention, including unwelcome comments, unsolicited images, or dialogue of a physical or sexual nature in webinars, meetings, discussion boards, or break-out sessions
- Suggestions of retaliation by the harasser if the harassed person(s) reports their harassment

Our community should feel comfortable and safe communicating these problems when they arise. Participants of MOLAA events are encouraged to immediately report instances of harassment that they experience or witness to the event host and/or museum representative, or the Vice President of Content and Programming.

MOLAA will investigate all complaints and will maintain confidentiality to the extent possible. Anyone who is found to have engaged in harassment will be subject to appropriate disciplinary action, which may include the following: (1) a written reprimand or censure; (2) a request for resignation; (3) removal of such person from the individual’s position within MOLAA; or (4) termination of the individual’s employment, membership, engagement, and/or participation in current and/or future MOLAA operated, sponsored and/or affiliated events. No individual will be retaliated against for making a complaint or assisting with the investigation of a complaint.

All participants of MOLAA programming acknowledge this policy and note their willingness to abide by it by registering and/or attending.

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