



## Teaching Artist Statement of Values

**ArtStream's Mission:** Through collaborative performance and lifelong learning opportunities, people with intellectual and developmental disabilities gain the skills and confidence to engage with the world.

**ArtStream's Philosophy:** We believe that when people make their own choices and are engaged, stimulated, challenged and inspired, they surpass both their own and others' expectations.

**ArtStream's Vision:** To build an inclusive world where everyone can perform their art out.

This document reflects ArtStream's values: passion for mission and vision; integrity; accountability and trust; treatment of people with respect and dignity; diversity; neutrality; and social responsibility.

### General Expectations

1. Teaching Artists shall make decisions in the best interests of the ArtStream community (ArtStreamers, families, caregivers, Teaching Artists, partner organizations, donors, Board of Directors and staff).
2. Teaching Artists shall contribute to a collegial, inclusive, professional, positive, and respectful work environment for everyone in the ArtStream community.
3. Teaching Artists shall know, understand, and support ArtStream's mission, vision, core values, purpose and goals and become familiar with and follow ArtStream Teaching Artist policies, procedures, and guidelines.
4. Teaching Artists shall not discriminate against any person on the basis of age, sex, race, color, national origin, sexual orientation, gender identity including transgender status, disability, political or religious opinion or affiliation, or other characteristics protected by law when representing ArtStream.
5. Teaching Artists shall at all times follow all applicable laws and regulations of the relevant government authorities, including all laws and provisions that govern appropriate conduct in the workplace while acting on behalf of the ArtStream community.
6. Teaching Artists shall take all reasonable steps to protect their own and others' health and safety, and to notify ArtStream staff of any risks to their own or others' health and safety that come to their attention.
7. Only information deemed public knowledge may be shared or discussed outside ArtStream, unless specifically authorized to do so by the Executive Director and/or the Chair of the Board.

No Teaching Artist shall share, copy, reproduce, transmit, divulge or otherwise disclose any confidential information related to the affairs of ArtStream and each Teaching Artist will uphold the strict confidentiality regarding any information discussed at meetings or any other deliberations and communications. Questions regarding the confidential nature of ArtStream information or documents shall be directed to the Executive Director or Board Chair.

8. By mutual agreement, Teaching Artists may speak on behalf of ArtStream or the Board to external parties, including but not limited to the media. This is not intended to limit Teaching Artists from speaking on their own behalf.

9. All contractual agreements are the responsibility of the ArtStream office. Teaching Artists will not make such commitments on behalf of ArtStream, except in accordance with established ArtStream policies.

10. All communications to the ArtStream community, regardless of the medium, reflect on ArtStream. E-mail or other communications shall follow the same professional standards as verbal communication.

#### **Conflict of Interest**

12. Teaching Artists are expected to act in the best interest of the ArtStream community and not for personal or third-party gain or financial enrichment.

13. Teaching Artists will not accept gifts, gratuities, free trips, honoraria, personal property, or any other item of value from any person or entity as a direct or indirect inducement to provide special treatment to such donor or to any person identified by the donor with respect to matters pertaining to the ArtStream community.