



## **The Veteran's Art Workshop Online Portal (VAW-OP – [Vow-Op])**

***Our vow to improve the lives and well-being of veterans and their families through art.***

# Community Agreements

## Message from the VAW-OP Team

*As we start this journey of wellness, mindfulness, and art together, we remember values that brought us all together under a common banner in service to others.*

*Justice, Decisiveness, Initiative, Dependability, Tact, Integrity, Endurance, Courage, Knowledge, Loyalty, Enthusiasm, Non-toxic Camaraderie, Kindness, Compassion, Empathy.*

*We will be implementing community agreements utilizing good military bearing but infusing new values of humanity.*

*These values will be our beacon, our aid, and our guiding light. These values will also inform our online Community Agreements.*

*Leading and participating in the VAW-OP platform, you will be expected to adhere to and display these values. They are not new to you. I trust that it is those values that helped us in difficult times wearing a uniform. It is those values that will help us most now.*

*De-Cruit, Exit12, Women Veterans Empowered and Thriving, and Lucid Body  
VAW-OP Team*

*If you are a Service member or Veteran in crisis or you're concerned about one, there are specially trained responders ready to help you, 24 hours a day, 7 days a week, 365 days a year. Dial 1-800-273-8255 and Press 1 to talk to someone or send a text message to 838255 to connect with a VA responder. You can also start a confidential online chat session at [VeteransCrisisLine.net/Chat](https://VeteransCrisisLine.net/Chat).*



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## Introduction and Definitions

The VAW-OP Community Agreements applies to all persons who use the VAW-OP platform including workshop leaders, platform administrators, participants (active and observers), veterans, family members and caregivers.

**Partner:** Partners include the executive teams of the following organizations: Exit12 Dance Company, Women Veterans Empowered and Thriving, De-Cruit.

**Workshop Leader:** An individual who leads a workshop or a class.

**Participant:** An individual veteran, family member, or caregiver who actively participates in a workshop or class.

**Participant observer:** An individual veteran, family member, or caregiver who observes a workshop or class. At times an individual may want to observe in order to figure out if they would like to participate. Observers may watch one class and are held to the same Community Agreements as participants.

## Ethical Principles and Core Values

The VAW-OP Core Values are:

Justice, Decisiveness, Initiative, Dependability, Tact, Integrity, Endurance, Bearing, Courage, Knowledge, Loyalty, Enthusiasm, Non-toxic Camaraderie, Kindness, Compassion, Empathy.

In time, you will be able to recall the traits, and use these values to guide your participation, interaction, and actions.

## Decision Making and the Community Agreements

When making a decision as a workshop leader or participant, ask yourself the following:

- Is it legal?
- Does it comply with the code?
- Does it reflect VAW-OP values?
- Does it respect the rights of others?
- If you are unsure about any of the answers, ask.

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Treating trauma through Shakespeare and Science.



## Reporting/Speaking Up

VAW-OP encourages all leaders and participants to ask questions and raise issues without fear and is committed to treating reports seriously and investigating them thoroughly.

Leaders and participants are encouraged to report suspected unethical, illegal or suspicious behavior immediately.

To report a concern:

- Email the leadership team at Exit12 Dance Company by sending an email to [info@exit12danceco.org](mailto:info@exit12danceco.org).
- Send a private message to the workshop leader in the zoom platform.
- Call the Veteran Crisis Line if you are concerned about a fellow participant in crisis.

## Equal Opportunity

VAW-OP will not tolerate discrimination based on race, color, religion, gender, age, national origin, sexual orientation, marital status, disability or any other protected class.

## Harassment

VAW-OP leaders and participants will treat each other with dignity and respect at all times.

Any type of harassment, including physical, sexual, verbal or other, is prohibited and can result in disciplinary action up to, and including, termination from the platform.

Harassment can include actions, language, written words or objects that create an intimidating or hostile work environment, such as:

- Yelling at or humiliating someone
- Physical violence or intimidation
- Unwanted sexual advances, invitations or comments
- Visual displays such as derogatory or sexually-oriented pictures or gestures

## Bullying

VAW-OP is committed to ensuring that our leaders and participants together facilitate a safe and respectful environment that is free of bullying. Bullying can include:

- Spreading malicious rumor or gossip
- Excluding or isolating someone socially
- Withholding necessary information or purposefully giving the wrong information
- Intimidating someone
- Impeding someone's work
- Sending offensive jokes or emails
- Criticizing or belittling someone constantly

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## Confidentiality

VAW-OP and its leaders and participants maintain the confidentiality of all persons and information. Proprietary information includes all non-public information that might be harmful to the leaders and participants if disclosed.

Confidential information can include:

- Names
- Emails
- Phone Numbers
- Information shared in workshops

## Payment for Workshops

While payment for workshops can be appropriate ways to strengthen ties and build goodwill, they also have the potential to create that VAW-OP is soliciting fee for services. Any payments for workshops will be considered donations and will go directly and fully to the workshop leader.

## Charitable Contributions

Any contributions made to fund the VAW-OP platform should be properly earmarked by the donor for VAW-OP. Checks or donations can be made out to Exit12 Dance Company and will be dispersed in this order: (1) Fund the platform [Zoom account]. (2) Equally split amongst workshop leaders.

## Record Keeping

Exit12 Dance Company will keep a record of all VAW-OP assets and financial information in a folder within Google Drive. This folder will be shared and accessible by workshop partners.

## Health and Safety

VAW-OP conducts workshops in accordance with applicable health and safety requirements. All workshop leaders are expected to perform their work in compliance with applicable health and safety laws, regulations, policies and procedures and apply safe workshop practices at all times.

Applicable safety and health requirements must be communicated to participants in all workshops.

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## Use of Social Media

The company respects the right of leaders and participants to use social media for personal and professional purposes.

Leaders and participants are responsible for complying with company policies and procedures when communicating on social media. Leaders and participants are accountable for any information they publish online.

Leaders and participants are asked to:

- Respect the privacy of other participants and refrain from publishing photos of them without their consent
- Comply with the rules of the social media sites they use

Leaders and participants must not:

- “Pretext”, or pretend to be someone they are not online
- Speak on behalf of the VAW-OP or partners if they are not expressly authorized to do so
- Post comments or pictures that could harm others

## Community Agreements Acknowledgement

By certifying to the company Community Agreements, you acknowledge that:

- You have read the entire Community Agreements and understand your responsibilities related to it.
- You agree to abide by its principles.
- You agree to report to VAW-OP any violations of the code.
- You agree to cooperate in any investigations of violations of the code.

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