

# ROULETTE CODE OF CONDUCT

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## 1. Introduction

Roulette is a nonprofit organization dedicated to supporting artists and presenting adventurous work in music, movement, and media art. We cultivate audiences for experimental performance and preserve this history through a freely accessible public archive. We champion creativity, risk-taking, and trust; prioritize the needs of artists, value diversity and inclusion, and strive for financial sustainability. In addition to our programming, we rent our space to nonprofits, community groups, and commercial clients, generating revenue that directly supports our mission.

This Code of Conduct applies to everyone who engages with Roulette in our physical and digital spaces: artists, staff, audience members, rental clients, co-producing partners, and guests. It outlines the values and expectations that guide how we work, create, and share space.

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## 2. Freedom of Expression, Community Safety, and Safer Spaces

We seek to make Roulette a **safer** and **more inclusive** space. We use "safer" and "more inclusive" to convey that these are evolving qualities of our community that we support and strengthen.

The **physical spaces** of Roulette include our home at the YWCA of Brooklyn at 509 Atlantic Ave Brooklyn, NY 11217 as well as events hosted and work presented off-site. The **virtual spaces** of Roulette include our website, virtual meeting platforms, social media pages, livestreams, and other interactive forums.

Roulette is committed to being both a platform for free artistic expression and a safer space from discrimination, harassment, and abuse. We often present challenging, provocative, and experimental work—including content that may be controversial or uncomfortable. We affirm everyone's right to both express themselves and to respond, ask questions, or voice differing opinions as long as those expressions are shared respectfully and in good faith. Our goal is to support a vibrant, inclusive environment where artistic risk-taking and mutual respect can coexist.

Roulette's leadership and board reserve the right to determine whether any rental, program, or event aligns with the organization's mission, values, and commitment to a

safe, inclusive community. Leadership may refuse rentals, decline participation, or take other appropriate actions if an event, individual, or content is deemed inconsistent with these standards. This discretion exists alongside the Code of Conduct, which governs acceptable and unacceptable behavior for individuals within Roulette's spaces.

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## **3. Guiding Principles**

### **Respectful Engagement**

We welcome critical thinking, differing opinions, and challenging conversations. Respectful communication is expected at all times including honoring physical and emotional boundaries, sensitivity to difficult content, and capacities for engagement.

We value empathy and we discourage assumptions regarding identity, experiences, and preferred pronouns. Consent, inclusion, and attentiveness are foundational to how we engage.

### **Accountability**

Mistakes happen. We ask everyone to take responsibility for their actions, acknowledge harm, and work in good faith to repair and move forward.

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## **4. Unacceptable Behavior**

Roulette is committed to providing a space free from harassment, discrimination, and abuse. The following behaviors will not be tolerated:

- Harassment, including unwanted physical contact, sexual attention, threats, or intimidation. Harassment does not include respectful disagreement or critique.
- Hate speech, slurs, discriminatory language, or symbols based on race, gender, sexual orientation, age, immigration status, appearance, ethnicity, disability, religion, socioeconomic status, or language.
- Physical abuse.
- Disruption of events.
- Ignoring personal or communicated boundaries.
- Defacement, destruction, or misuse of our facilities.
- Theft or unauthorized possession of property belonging to Roulette or another individual.

Anyone engaging in any of these behaviors may be asked to leave and/or be barred from entering or returning to Roulette.

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## 5. Contact and Response Process

### Contact Us

If you experience or witness conduct that violates this Code of Conduct, please contact us in any of the following ways:

**In person:** speak with a staff member during an event

**Submit an incident report:** [submit online](#) or request a paper form from staff

You may request confidentiality, and we will do our best to honor that request. In some cases, however, the HR Manager reviewing the report may need to involve other leadership at Roulette in order to provide appropriate support or take necessary action.

if there are issues or concerns related to the HR manager, complainant should contact the Executive Director – [email matt@roulette]

### Response Process

When an incident report is received, Roulette's HR Manager will:

- Respect the confidentiality and dignity of everyone involved
- Promptly review the concern and, if appropriate, speak with involved parties and witnesses
- Ask any individual found to have violated this Code of Conduct to stop the offending behavior immediately
- Take appropriate action, which may include:
  - Verbal or written warning
  - Removal from an event or space
  - Temporary or permanent ban from Roulette's physical and/or digital spaces
  - Termination of engagement or future collaborations
  - Referral to law enforcement or external authorities, if legally required or requested
- Follow up with those involved when appropriate and provide confirmation to the original complainant once the matter has been reviewed and closed

Roulette's response will vary based on the nature of the report and our relationship with those involved. In cases involving non-staff individuals, our ability to investigate or

intervene may be limited. However, all reports are taken seriously, and we will act to ensure safety and uphold the integrity of our space.

Retaliation against anyone who reports misconduct or participates in an investigation is strictly prohibited. Any retaliation will be addressed through this same process.

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## 6. Method of Creation & Date of Adoption/Revision

This Community Code of Conduct was developed collaboratively by a cross-section of Roulette staff, including members of the administrative, AV/tech, and events teams, alongside representatives from Roulette's Board of Directors and Artistic Advisory Council. The process included a review of Roulette's existing policies, benchmarking against other arts and culture organizations, and iterative drafting and critique.

Key resources consulted included:

- [UN Guidance on Hate Speech](#)
- [Universal Declaration of Human Rights](#)
- [International Bill of Human Rights](#)

Date of Adoption/Revision: October 8, 2025

We invite feedback about how Roulette is handling safety and inclusivity so that we can make improvements to these policies in our community's best interests by being active listeners to their concerns. Contact us at [roulette@roulette.org](mailto:roulette@roulette.org).