



## Code of Conduct –Effective 12/6/2023

The John C. Campbell Folk School welcomes everyone to experience our unique learning environment, and we believe that equity, inclusion, diversity, accessibility, and antiracism are essential to our mission and founding principles. In the spirit of Southern hospitality, we seek to create a harmonious learning environment grounded in these values that makes every visitor feel like the Folk School is their home. The Folk School's staff and board of directors are committed to this work, and we invite others to join us as we nurture a community grounded in this philosophy.

Our education model originates from the teachings of Nikolai Frederik Severin (NFS) Grundtvig, who advocated for lifelong learning and the importance of creating a peaceable and just society by emphasizing dignity for all. One of his guiding principles was *folkelighed*, a form of patriotism that values culture and identity while emphasizing that other nations and cultures are equally valued—an idea we continue to promote today.

The John C. Campbell Folk School requires that all students, instructors, staff, board, volunteers, work studies, student hosts, and other program participants contribute to a respectful and welcoming environment free of discrimination, aggression, and harassment by following these guidelines:

**\*Be considerate and respectful.** Refrain from disrespectful behavior. When asked to stop, do so. Resolve disagreements calmly and with compassion, or step away. Any aggressive, intimidating, sexual, or abusive actions, confrontations, communications, or gestures are strictly prohibited.

**\*Support all members of our community.** There is no tolerance at the John C. Campbell Folk School for racist, homophobic, or bigoted language and behavior. Any speech or behavior that belittles or demeans any individual on the basis of ethnicity, religion, skin color or racial identity, gender identity, sexuality, age, national origin, disability, veteran status, or any other protected status is strictly prohibited.

**\*Create or contribute to a healthy, noncompetitive learning environment.** If any conflicts arise, please contact the Coordinator or Program Advisor in your studio or the nearest Folk School staff who will determine how best to diffuse a situation and offer specialized guidance.

A breach of the above Code of Conduct occurring in the context of any John C. Campbell Folk School activities, platforms, programs, and services may result in written reprimand, removal from the space, permanent ban, or further actions. The John C. Campbell Folk School reserves the right to immediately remove anyone who is perceived to be creating an unsafe or harmful environment from the premises. This includes the right of John C. Campbell Folk School staff to remove program participants at any time, with no refund, course make-up, or other compensation provided. Behaviors listed in this Code of Conduct are not exhaustive, and any inappropriate behaviors remain subject to consequences.

If you are affected by or are witness to a perceived Code of Conduct infraction, please notify our Student Services Manager, Adrianna Vasquez, by visiting our office in Keith House, calling 828-837-2775, ext. 138 or emailing [adrianna@folkschool.org](mailto:adrianna@folkschool.org). The Folk School commits to maintaining open communication with the affected person(s) until the situation is resolved, which may include facilitating early departure from campus as may be requested.

*Special thanks to the Arbutus Folk School and our friends in the Folk School Alliance whose efforts, initiatives, and language have informed our own.*