

# COLLEGE POLICIES in Regards to Models:

The Maryland Institute College of Art is committed to the principle of equal opportunity for all its students, faculty, employees, models, and applicants for admission and employment. The Institute does not discriminate on the basis of race, color, religion, sex, age, sexual orientation, national origin, disability, or status as a disabled or Vietnam era veteran in its programs, organizations, and conditions of employment and admission.

\*\*\*MICA is firmly committed to creating and maintaining a workplace where everyone (including applicants, employees, customers, models, vendors, and the general public) is treated with dignity, fairness, and respect. Every employee has the right to work in an environment totally free of harassment and discriminatory conduct. Such behavior is contrary to the College's objectives, and may subject the College to legal exposure. To achieve our objectives, the College has established a high standard of conduct. Any employee who engages in conduct that violates this policy will be subject to disciplinary action, up to and including termination.

For more information go to [http://www.mica.edu/equal\\_opportunity](http://www.mica.edu/equal_opportunity)

***A professional atmosphere is a must when working with the life model. Because of the unique aspects required of this job, the following rules apply.***

## In the classroom, a Professional Atmosphere includes:

The nude model has a right to privacy in the classroom and works exclusively for the instructor and the students.

Model's personal space must be respected. The Model stand is for models only.

Taping the pose begins by requesting model's consent and continues with minimal touching.

No photos or electronic images are to be taken in the classroom by students, faculty, models, staff or visitors.

Asking or discussing a model's personal information in regards to wages, relationships, health issues, etc. is inappropriate in the classroom setting.

Commenting about the model's physical attributes and/or comparison of the models is not acceptable.

Poses should not be painful nor should they lead to injury.

Models cannot be requested to do unsafe poses involving ladders or elevated objects.

**MICA policies on Harassment and Sexual Harassment:** discussed in staff handbook, faculty handbook and MICA academic bulletin applies to all models, faculty, staff and students.