

## James Kirby's policies for privacy, security, and sexual harassment.

The artist- model relationship can take many forms. At one level is the purely professional austere form where the transaction is entirely a business, and at the other is where two long term friends get together and draw each other pictures. There are thousands of variations and no one would be comfortable with all of them.

It is my number one priority that the model be as comfortable as possible. The model is entitled to whatever level of privacy, security, and comfort he or she needs. The model should be free at all times from feeling sexually harassed, or in any other way made to feel uncomfortable. With all modeling, and with nude modeling especially, the issues of privacy, security, and freedom from sexual harassment are especially important.

- **PRIVACY:** It is my standard policy to publish works, both sketches and paintings, and occasionally photos, on my web-site, business cards, fliers, and to try to put the pieces up for sale. Some or all of these may be curtailed at the models request. However since I am trying to run a business, curtailing all commercial activities would likely render the model unsuitable. It is also my custom to title works with the name of the model. If this is a problem the model's name will not be used.

- **SECURITY:** The model may bring an escort, and may also provide input into the modeling location, provided that the location is fairly convenient and suitable. A suitable location must be private enough to handle the kind of modeling (no nude modeling in public spaces) and I must be able to have some control over the lighting. Escorts will not be paid, and will be asked not to participate or distract either the model or the artist.

- **SEXUAL HARASSMENT:** All models are completely entitled to be entirely free from all sexual harassment. I have a tendency to try to be relaxed and have camaraderie with the models I work with. I also have a habit of talking very openly about virtually any subject. If you would prefer me to keep a more distant relationship please let me know. If at any time I do or say anything that makes you even remotely uncomfortable I ask that you let me know at once. I will immediately take action to either change my behavior or the environment as appropriate so that you will be completely comfortable.

In cases of sexual harassment the models perception is all that counts, do not hesitate to speak out on any of the following issues:

Contact: Occasionally modeling goes faster if I direct poses by touching the model. I avoid any sensitive areas, but the model and I may not agree on what is sensitive. I will usually ask before ever touching a model, and if contact is an issue it will not happen.

Conversation: I usually engage in conversation with models I work with, if only because I prefer to draw real people rather than just the image of people. Some models do not wish to talk while nude, while posing, or at all. If any of these is the case please do not hesitate to let me know. If at any point I am asking about something you don't want to talk about, or the conversation is going toward issues that make you uncomfortable, feel free to close that avenue of discussion.

**COMPLAINTS:** It is important that if you have any issues with regard to sexual harassment that you speak up, and I promise that I will take no retaliation what so ever for any complaint. All issues will be taken seriously. Any questions about these policies will be quickly answered. Also note that any sort of nude modeling will require that the model be over 18, and proof of age will be required.

Model's Name: \_\_\_\_\_ Date of Birth \_\_\_\_\_

I have read the above statements and agree to model under the conditions described by the above statements (signature): \_\_\_\_\_ Date: \_\_\_\_\_

Kirby's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please bring a copy of this form to your modeling session.