

CODE OF CONDUCT

Influencer Model Group × 360ism Studios

Version 2.0 — Effective October 1, 2026

Every 360ism shoot, booking, and event is a professional creative production built on respect, safety, consent, and clear communication.

Welcome to the 360ism Studios Influencer Group Sessions

We want every session to be a positive, professional experience for everyone in the room.

These standards apply to everyone on site — models, photographers, creators, guests, and 360ism staff. They are not a list of things done *to* models by photographers. Anyone at a 360ism production can fall short of them, and anyone can raise a concern under them.

Standards for every participant

1. Respect and Dignity

Treat everyone on site with respect and dignity — talent, photographers, creators, guests, and staff alike. Keep the environment courteous and professional from arrival to wrap.

2. Professional Behavior and Respect

Gossip, rumor-spreading, name-calling, insults, mocking, slurs, repeated disparaging comments, and public arguments are prohibited. Do not discuss or speculate about another participant's private life, reputation, work, or bookings.

Threats and intimidation are prohibited. That includes threatening words or gestures, aggressive posturing, invading someone's space, blocking their path, and handling equipment in a threatening way.

Bring disagreements to 360ism staff privately rather than airing them on set.

No one may retaliate against a person for setting a boundary or reporting a concern.

Retaliation is treated as seriously as the original conduct.

3. Keep Comments Professional

Direction and feedback must relate to the agreed shoot.

No sexualized jokes, comments about anyone's body or appearance, questions about anyone's personal life, probing questions, propositions, gossip, or repeated remarks after someone has asked you to stop.

This applies equally to talent and photographers. A model commenting on a photographer, or on another model, is held to the same standard as a photographer commenting on a model.

Feedback on posing or styling is welcome when it is constructive, respectful, and directly about the work in front of you. Unsolicited personal advice is not.

4. Respect the Agreed Shoot

Wardrobe level, content level, rates, physical contact, and image use are settled **before** shooting begins.

No one may pressure another participant to expand those terms mid-session — not for one more look, not for one more frame, not for a better rate.

Ask before touching anyone for posing or wardrobe adjustment. Any participant may pause or end a session if a boundary is crossed, without having to justify it in the moment.

5. On-Set Conduct

Keep direction clear, respectful, and professional. Wait your turn, and give whoever is working the space to do it.

No disruptive or distracting behavior during a session. Use equipment properly and respect the studio space.

6. No Smoking or Vaping

Smoking and vaping are prohibited inside 360ism Studios and anywhere in the building — including sets, changing areas, restrooms, hallways, and shared spaces.

This is stated here directly, and not left to "follow studio rules," because it is too easy to overlook.

7. Privacy on Set

No unauthorized behind-the-scenes recording, livestreaming, or photography of changing areas.

Do not share private conversations, another participant's personal information, or unreleased work. Follow the agreed permissions for any images you create.

Anything you overhear on site stays on site.

8. 360ism's Internal Business Is Off-Limits

Attendees may not discuss, speculate about, repeat, record, or share 360ism's daily operations, staffing, finances, scheduling decisions, client activity, business relationships, or conversations overheard on site.

Questions about your own booking go privately to 360ism staff.

This rule never applies to reporting a concern. Raising misconduct, a safety issue, or a boundary violation with staff is always permitted and always welcome.

9. No Solicitation or Booking Around the Event

Do not use a 360ism visit to pitch unrelated services, recruit for outside shoots, redirect studio-generated leads, or propose activities outside the agreed production.

Bookings that arise from a 360ism event go through 360ism. Models under the *Traveling & Visiting Model Talent Agreement* should note that the Agreement sets binding terms on booking coordination and studio-introduced contacts; this section is the event-day counterpart to those terms.

10. Studio Rules and Safety

Follow all studio rules, safety standards, and staff direction during the event, including proper use of equipment and respect for the space.

11. Harassment — Zero Tolerance

360ism Studios has zero tolerance for harassment of any kind — verbal, physical, or any conduct that is offensive, coercive, or unwelcome.

Harassment is not limited to what is directed at talent. It applies in every direction between every participant.

How these standards are enforced

Staff may interrupt a session, direct a participant to stop, remove a participant from the premises, or decline future bookings.

Immediate removal applies to serious harassment, coercion, threats, intimidation, or any safety issue. There is no warning step for these.

Prompt correction applies to a lesser first incident. Staff will address it directly and on the spot. Being corrected rather than removed does not mean the behavior was acceptable — it means it was caught early.

Repeat incidents, or any retaliation, escalate to removal and a bar on future bookings.

Reporting a concern

If you witness or experience behavior that falls short of this Code, tell a 360ism staff member. You can do this during the event or afterward.

Concerns are taken seriously and addressed promptly. No participant will face retaliation, reduced bookings, or any other penalty for making a report in good faith.

Participation is agreement

By participating in any 360ism Studios shoot, session, or event, you agree to follow this Code of Conduct.

These standards exist so that everyone in the room — talent, photographers, creators, guests, and staff — can do good work without having to manage someone else's behavior.

— *The 360ism Studios Team · Daring L.*

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