

CENTREPIECES

CODE OF CONDUCT

Centrepieces expects all those participating and involved with the charity to show the utmost respect to each other and any third parties. All those who wish to participate in Centrepieces must adhere to a Code of Conduct, which respects the needs of fellow participants.

This means:

Refraining from conduct which might affect the dignity of other members, including bullying, harassment or other intimidatory behaviour.

Examples of unacceptable conduct include:

- Jokes/pranks of a racial nature/ reference to disability or religion
- Lewd comments about appearance
- Unnecessary physical contact
- Displays of sexually offensive material eg pin-ups
- Requests for favours eg financial or sexual
- Speculation about a person's private life and /or sexual activities
- Scapegoating of individual members by others
- Threats of or actual violence
- Abuse of social media eg by personal attacks on others, or inappropriate usage
- Swearing or use of language offensive to others
- Stealing or damaging Centrepieces property
- Attendance while under the influence of drugs or alcohol.

Bullying is defined as any form of physical or verbal attack or threat, or abuse of position, which undermines the confidence or ability of another or places them under unreasonable pressure, or subjects another to detrimental treatment by either act or omission.

All complaints including those from or about third parties will be taken seriously, exercising whatever sanctions are available as appropriate.

Anyone feeling that they may have been the victim of harassment should raise the matter through the Centrepieces Complaints procedure.

Centrepieces has a legal responsibility to enforce the above according to the Equality Act 2010 and Human Rights Act 1998.

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