

RED ROPE CODE OF CONDUCT:

Red Rope is committed to supporting and respecting all members regardless of sex, gender, ethnicity, religious beliefs, sexual orientation, age or disability and expects all members to do likewise.

This requires tolerance and respect for those who may hold different views to you and a conscious effort to try and not upset others. An ability to agree to disagree is vital.

1. EXPECTED BEHAVIOUR

The following behaviours are expected and requested of all members:

- Please be kind and courteous.
- Remember and respect that people will have different opinions.
- Assume that everyone acts with good intentions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory, or harassing behaviour and speech.
- Be mindful of your surroundings and of your fellow members. If you notice a dangerous situation, someone in distress, or violating of this Code of Conduct, even if they seem inconsequential, be prepared, in the first instance, to raise your concerns with the individual.
- All members should be receptive to constructive feedback about safety aspects or their conduct.

2. UNACCEPTABLE BEHAVIOUR

The following behaviours are considered harassment and are unacceptable within our community:

- Violence; threats of violence; or violent language directed against another person.
- Sexist, racist, ageist, homophobic, transphobic, ableist or otherwise discriminatory jokes and language.
- Sharing or displaying sexually explicit or violent material.
- Posting or threatening to post other people's personal information
- Personal insults, particularly those related to sex, gender, sexual orientation, race, religion, or disability.
- Inappropriate photography or recording.
- Inappropriate physical contact. You should have someone's consent before touching them.
- Unwelcome sexual attention. This includes sexualised comments or jokes; inappropriate touching, groping, and unwelcome sexual advances.
- Deliberate intimidation, stalking or following (online or in person).
- Offensive, provoking, insulting, threatening, sexualised or otherwise inappropriate messages shared through digital media.
- Acting in a way which could threaten the safety of others.
- Advocating, encouraging or inciting any of the above behaviours.

3. WHAT TO DO IF YOU BELIEVE SOMEONE HAS BREACHED THIS CODE OF CONDUCT

We should be prepared to give and receive constructive feedback. However, it is important that this is carried out in a respectful and appropriate manner. Best practice is:

Giving Feedback

1. Ask if you can give feedback. If the person is upset you may need to suggest speaking later.
2. Describe behaviour [NO ACCUSATIONS] (e.g. WHEN you reorganised the walk today)
3. Explain your feelings [NO BLAME] (e.g. I FELT left out)
4. Offer preferred outcome [NO DEMANDS] (e.g. I WOULD LIKE to explore ways of involving me in future decision making)

Receiving Feedback

1. Thank for feedback, Check understanding (e.g. So what you are saying is.....)
2. Identify feelings & needs of the person giving feedback [ASK DON'T TELL] (e.g. WHAT needs to happen for this to feel right for you? WHY is this so important to you?)
3. Explain your feelings & perspective [NO BLAME] (e.g. WHEN I decided to do it that way, my reasoning was....)
4. Share & solve [ASK DON'T TELL] (e.g. So WHAT can we do so that you get.... And I get...?)

If the individual is unwilling to engage in this process or you are unwilling or feel it is inappropriate to approach the individual then you should report your concerns to the Trip Organiser, the Safeguarding Officer or a member of the committee.

However please consider that none of us likes to be talked about behind our backs and it is inappropriate to simply talk about your concerns to others.

4. CONSEQUENCES OF UNACCEPTABLE BEHAVIOUR

Unacceptable behaviour from any member, including Facebook group members and those with decision-making authority, will not be tolerated.

Anyone asked to stop unacceptable behaviour is expected to comply immediately.

If a member engages in unacceptable behaviour, the committee may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the club.

5. ADDRESSING GRIEVANCES

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify The Secretary with a concise description of your grievance. Your grievance will be handled in accordance with our existing Grievance Policy.

6. CONTACT INFO

Secretary:

Safeguarding Officer:-