

Code of Conduct 17th August 2021

To create a safe and supportive space for everyone we ask all members, volunteers and visitors to agree to the following when attending OLGBT meetings and activities:

- ✓ We will all respect the diverse range of people within our community including those who are protected by equality law due to:
 - age
 - sex (being male or female)
 - sexual orientation (being heterosexual, bisexual, lesbian or gay)
 - being or becoming a transsexual person
 - being married or in a civil partnership
 - being pregnant or having a child
 - disability
 - race including colour, nationality, ethnic or national origin
 - religion, belief or lack of religion/belief
- ✓ We will all respect any personal or sensitive information and not pass it on to others without the permission of the person that disclosed it. The only exceptions to this are to protect against abuse or to protect people or property from harm.
- ✓ We will always ask permission before taking photographs of people and showing them to others including posting on social media such as Facebook.
- ✓ We will not tolerate violent or abusive behaviour or use language that is threatening or offensive towards others.
- ✓ We will take responsibility for our actions and behaviour if we drink alcohol and accept that if our behaviour becomes unacceptable we will be asked to leave the premises, with advice around appropriate organisations for support offered.
- ✓ We will not carry or use illegal drugs.
- ✓ We will all help ensure health and safety by reporting any risks or hazards and not doing things that put people or property at risk.
- ✓ We will all respect the property of OLGBT and share responsibility for keeping it in good condition for the benefit of everyone.