

# Boulder Brighton Conduct Policy

Last review date: 29/11/2023

## Approach

We want Boulder Brighton to be a safe, welcoming, inclusive, collaborative, and positive environment for everyone. We celebrate the diversity of all customers and staff and will not tolerate discriminatory or inappropriate behaviour by or towards anyone at Boulder Brighton (whether in person or virtually). By attending Boulder Brighton, you're agreeing to respect and be kind to everyone present, regardless of gender, race, religion, age, sexual orientation or disability.

In order to achieve the above we ask that visitors:

### **DON'T**

- Be rude or aggressive towards Boulder Brighton staff.
- Give unwanted sexual attention, advances or physical contact to other people, or engage in other unwanted suggestive behaviours.
- Share or display sexual materials with other visitors either in public at the centre or via online messages or social media content.
- Deliberately intimidate other visitors or staff.
- Engage in fighting or simulated violence at the centre.
- Use the centre equipment in ways which could be hazardous or intimidating to others.
- Make comments or remarks likely to cause offence related to gender, gender identity or expression, sexual orientation, disability, physical appearance, body size, race, age or religion.
- Advocate for or encourage any of the above behaviour.

### **DO**

- Adhere to the rules and etiquette of the centre as stated in our registration documents, signage throughout the centre and staff instructions.
- Use the centre equipment appropriately and sensibly.
- Share the facilities with other users of the centre.
- Be respectful of personal boundaries; individuals should always ask for consent before engaging in physical contact.
- Use inclusive language: be mindful of the words you use and try to avoid language that may be offensive or exclusionary to certain groups of people.
- Consider how your behaviour or language might make others feel (e.g. previous victims of violence).
- Address inappropriate behaviour: if you witness or experience inappropriate behaviour, please report it immediately to staff. Alternatively you can email [safespace@boulderbrighton.com](mailto:safespace@boulderbrighton.com). Emails will be sent to our Directors.

## What we will do

If any centre user engages in behaviour that violates our code of conduct, we may take any action we deem appropriate – including, but not limited to:

- Asking the participant not to repeat these behaviours
- Asking the participant to leave
- Banning the participant from future visits
- Involving law enforcement as necessary
- We will record any action taken and communicate the outcome and next steps to the relevant parties involved. This is at the sole discretion of the Boulder Brighton management.