

Julia's House Code of Conduct

Julia's House strives to provide a safe and welcoming environment for everyone involved in any of its events and activities. Julia's House will not tolerate harassment in any form. Please review this Code of Conduct carefully; your attendance and participation in any Julia's House activity will signify that you have read, understood, and agreed to uphold the standards of conduct required. If you have made a booking on behalf of a group or another individual, you are responsible for their behaviour at the event in accordance with this Code. If you will not be present at the event, please share this Code of Conduct with those attending.

All staff, supporters, event participants or guests, volunteers and third parties must behave in a respectful and courteous manner towards others at all times and refrain from inappropriate language or conduct. Appropriate conduct and language shall be determined in the reasonable judgment of the Julia's House staff member present.

Action will be taken against anyone who does not adhere to this Code of Conduct, regardless of their status. Anyone demonstrating any inappropriate behaviour will be asked to cease and will be expected to comply immediately. A member of the Julia's House team may take action they deem appropriate against anyone exhibiting unacceptable behaviour, including expulsion from the event without a refund and a restriction on participation in future events. Where appropriate and with the agreement of the complainant, the relevant authorities may be informed.

The following behaviours (as outlined in the Equality Act 2010) will not be tolerated:

- Harassment
- Sexual harassment
- Bullying
- Threats or incitements of violence
- Excessive consumption of alcohol that means professional boundaries and behaviours cannot be maintained
- Consumption or possession of illegal narcotics of any form under any circumstances
- Stalking or deliberate intimidation
- Publication of confidential or sensitive communication
- Unwelcome comments regarding another person's lifestyle choices or practices

Reporting inappropriate behaviour

If you experience any of the behaviours listed above whilst participating in a Julia's House event or activity, or if you are made aware that someone else may be affected by inappropriate behaviour, you should speak to a member of Julia's House staff present. Alternatively, contact Julia's House on 01202 644220 or email info@juliashouse.org. Any reports of inappropriate behaviour will be treated in confidence and investigated thoroughly.