



# CODE OF CONDUCT

## FOR EMPLOYEES, VOLUNTEERS

## VOLUNTEERS

## AND PERFORMERS

### Statement of Commitment

Harvest Rain Theatre Company is committed to the safety and wellbeing of all performers and young people, especially those who use our services. Our workers will treat all performers and young people with respect and understanding at all times and listen to their concerns. Performers will treat all Employees and Volunteers with respect and understanding at all times. To ensure the safety of all involved, the following code of conduct for interacting with employees, volunteers, performers and young people applies.

### Who must comply with the code of conduct?

This code of conduct applies to all paid employees, volunteers, performers and visitors who enter our service environment.

### The standards of appropriate behaviour

Behaviour	Appropriate	Inappropriate
<b>Language</b>	<ul style="list-style-type: none"> <li>Using encouraging/positive words and a pleasant tone of voice.</li> <li>Open and honest communication.</li> </ul>	<ul style="list-style-type: none"> <li>Insults, criticisms or name calling.</li> <li>Bullying/swearing or yelling.</li> <li>Sexually suggestive comments/jokes.</li> </ul>
<b>Relationships</b>	<ul style="list-style-type: none"> <li>Being a positive role model.</li> <li>Building relationships based on trust.</li> <li>Empowering performers to share in decision making.</li> </ul>	<ul style="list-style-type: none"> <li>Favouritism or giving gifts.</li> <li>Spending excessive amounts of time alone with children.</li> <li>Non work-related contact outside of working hours (either physical or via email/phone).</li> </ul>
<b>Physical Contact</b>	<ul style="list-style-type: none"> <li>Allowing for personal space.</li> <li>Touching due to medical emergency or protecting from physical harm.</li> <li>Non-threatening.</li> </ul>	<ul style="list-style-type: none"> <li>Violent or aggressive behaviour including hitting, kicking, slapping or pushing.</li> <li>Kissing or touching of a sexual nature consistent with "grooming".</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>Appropriate attire/clothing for role.</li> <li>Use of internet/mobile phone for work related purposes only.</li> </ul>	<ul style="list-style-type: none"> <li>Using alcohol or other substances before coming to work.</li> <li>Inappropriate clothing.</li> <li>Sending inappropriate emails.</li> </ul>

In the event that the code of conduct is breached, actions will be taken in accordance with Harvest Rain's plan for managing breaches of the child and youth risk management strategy. A copy of this is available upon request.

*"I have read, understood and will act in accordance with the above code of conduct".*