



Pregnancy & Infant Loss Support



## Event Code of Conduct

### 1 Purpose and application of the Code of Conduct

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This Code of Conduct outlines how Bears of Hope expects persons who participate in its events to behave.

All persons who participate in a Bears of Hope event must comply with this Code of Conduct. This includes attendees, speakers, hosts, sponsors and volunteers.

This Code of Conduct may be revised by Bears of Hope at any time and the terms are non-negotiable. Your participation in any Bears of Hope event indicates your agreement to conduct yourself in accordance with this Code of Conduct.

### 2 Mission and values

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Bears of Hope's mission is to provide ongoing comfort, support and counselling to parents and families who have experienced the loss of a baby during pregnancy, birth and infancy.

In fulfilling our mission, we adhere to the following values:

- committed to achieving our vision with integrity;
- dedicated to and passionate about making a difference;
- respecting grief is personal and unique;
- every family has the right to be offered support without judgement; and
- equal acceptance and acknowledgement of every loss.

### 3 Expected behaviour

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All participants are expected to conduct themselves in a manner that is respectful to others and property consistent with our mission and values.

We are conscious that many of the attendees at our events are grieving a terrible loss and may find some aspects of our events triggering or overwhelming. While we understand that attendees may need to take a break from scheduled activities because of this, we expect that they will keep the facilitators and / or the event organisers informed of their whereabouts if they do not feel able to attend a particular part of an event.

**Bears Of Hope Pregnancy & Infant Loss Support Inc. 9885618**

PO Box 352 Stanhope Gardens NSW 2768

contact@bears of hope.org.au | www.bears of hope.org.au

BOH is a limited liability incorporated association based in Sydney, NSW.

## 4 Unacceptable behaviour

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Unacceptable behaviours include, but are not limited to:

- the use of discriminatory, derogatory or demeaning language;
- intimidation, harassment or abuse;
- inappropriate physical contact, the use of violence, making threats of violence or taking any action that incites others to use violence (including self-harm);
- sustained disruptive behaviour during events;
- unwanted sexual advances;
- sexual behaviour, images or sexually explicit or offensive language in public spaces;
- any breach of the Bears of Hope alcohol and illicit drug policy for events (see clause 5); and
- any breach of the Bears of Hope promotion of business policy for events (see clause 6).

## 5 Alcohol and illicit drug policy for events

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Limited amounts of alcohol may be provided at an event in Bears of Hope's absolute discretion. Participants are not permitted to bring or consume their own alcohol during a Bears of Hope event, nor are they permitted to purchase, procure or consume external alcohol at any time during an event. The possession or use of illicit drugs at any Bears of Hope event is strictly prohibited.

## 6 Promotion of business policy

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Except with the express written authorisation of Bears of Hope, participants and attendees must not promote, advertise, or attempt to sell any products or services during or in connection with a Bears of Hope event (including promoting, advertising, or attempt to sell goods and services following a Bears of Hope event, where they have made contact or identified the recipients through the Bears of Hope event).

## 7 Consequences of a breach of the Code of Conduct

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If a participant at a Bears of Hope event breaches this Code of Conduct, Bears of Hope may take any action that it deems appropriate in the circumstances. Such actions may include, but are not limited to:

- issuing warnings;
- expelling offending participants from an event;
- banning offending participants from future events; and
- reporting offending behaviours to law enforcement where appropriate.

## 8 Reporting

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If you are a participant at a Bears of Hope Event and witness any behaviour that is contrary to this Code of Conduct, please notify the facilitator and / or the organisers of the event as soon as possible.

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