



# Code of Conduct

We want Tech Shed Frome to be a space to share knowledge, where everyone feels welcome and supported regardless of background or beliefs. We promote a culture that is:

- Inclusive
- Supportive
- Safe
- Respectful
- Collaborative
- Positive

Our members and anyone attending our events agree to uphold these values, in all Tech Shed meetings, events and communications.

More detail:

## Safety

We are each individually responsible for our own safety and that of others. In particular, if you notice anyone acting unsafely you should tell them to stop and explain your concerns. By the same token, always take heed of any safety advice or instructions you are given.

## Behaviour

Be considerate to those around you and avoid inappropriate or offensive language or behaviour. If asked to moderate your behaviour, do so at once, even if you don't think you're in the wrong.

Don't act in a way that could bring Tech Shed Frome into disrepute including, but not limited to, using Tech Shed facilities for illegal or immoral purposes, or claiming to represent Tech Shed Frome unless you have a clear mandate from the Management Committee to do so.

## Harassment

We do not tolerate harassment in any form.

Harassment includes offensive or unwanted comments about (for example) gender, sexual orientation, disability, physical appearance, body size, ethnicity or religion; pornographic pictures in public places (including slides and profile/avatar pictures); intimidation of any kind; stalking; unwanted photographs or recording; sustained disruption of talks; inappropriate and/or unwelcome physical contact or sexual attention.

Participants asked to stop any harassing behavior are expected to comply immediately.

## Photography

Photography is encouraged, but you must obtain consent from anyone included in the photograph. In the case of minors you must have the consent of the responsible adult accompanying them.

## Enforcement

We are all responsible for upholding this code of conduct, and encouraging others to do so. Ultimate responsibility lies with the Management Committee, and they may take any action they deem appropriate, including warning the offender, expulsion from the meeting or event, or termination of membership.