

## PRIDE VOLUNTEERS–CODE OF CONDUCT

Pride is committed to creating safe, inclusive and supportive spaces to inspire, empower and engage ALL who attend our events and Parade Day. Pride supports equality, diversity and respect for everybody and every body.

The following Code of Conduct is designed to help everyone enjoy their time with Pride.

1. We have a zero-tolerance policy against any form of racism, homophobia, biphobia, transphobia, sexism, ableism; or prejudice based on age, ethnicity, nationality, appearance, class, gender identity, intersex characteristics, sexual expression, language ability, immigration status or religious affiliation. We will not tolerate non-consensual touching, the selling or use of drugs, verbal or physical violence, theft, extreme drunkenness, or public sexual acts.
2. Everyone is expected to abide by the above. Anyone failing to do so will firstly, be asked to moderate behaviour and if continued will result in removal from the parade/event. Any criminal acts or repeated breaches will be referred to the police.
3. Please do not make assumptions about gender, pronouns, sexuality, or whether someone is 'out'. If you are unsure, it is better to ask the person(s) to avoid upset. When communicating with members of the public, please avoid gendered phrases like 'sir', 'madam', 'guys', etc., which may exclude trans/non-binary people. For example, you could get someone's attention by saying 'excuse me'.
4. On the Parade Day, all toilets at will be gender-neutral, and we ask all participants to respect that.
5. Be aware of people's personal preferences towards their photograph being taken. Only take photos of friends or people you know; otherwise, please ask beforehand.
6. Importantly – enjoy yourselves! Pride is about celebrating who you are, and the more you enjoy yourselves the more fabulous the day will be for everyone!

**Thank you!**

**Please sign below to confirm you have read, understood and agree to the code of conduct:**

Full Name (*please print clearly*): .....

Signature: .....

Date: .....

## PRIDE VOLUNTEERS – PHOTO PERMISSION

I, ..... *(please print your name clearly),*

consent to being photographed/recorded by Pride and their approved photographers, and authorise that the photos/recordings may be used in the following ways:

- In publicity materials, including printed publications, promotional videos, and digital media including the Pride website and social media accounts (including Facebook, Twitter and Instagram)
- In news releases sent to the media, including printed and digital press
- For use by other approved third parties for them to use in their printed and/or digital materials related to Pride

Signature: .....

Date: .....

Telephone number: .....

I am over 18yrs: yes. / no