

## **Conduct at Green Alliance events**

We strive to provide a safe and welcoming environment at all our events, free from discrimination or harassment, regardless of gender, sexual orientation, disability, race, ethnicity, beliefs or any other protected characteristic (as per the Equalities Act 2010).

This code of conduct outlines our expectations of staff, guests and suppliers at our events.

### **Expected behaviour**

We ask that our staff, guests and suppliers conduct themselves in a professional and respectful manner throughout our events. Unacceptable behaviour will not be tolerated and will be quickly challenged, including, but not limited to, discrimination, victimisation, harassment, abuse of power, offensive language, drunkenness, microaggressions, bullying and sexual harassment.

Networking is a very important feature of many of the in-person events we host. We are delighted to facilitate unique opportunities for relaxed cross-sectoral discussions over a drink. We offer alcoholic and non-alcoholic drinks for this purpose, but we ask that our guests consume alcohol responsibly and moderately, and only during the period of networking at the event.

If you experience or are aware of any unacceptable behaviour at a Green Alliance event, we ask that you report it to the events manager, operations director or another member of Green Alliance staff as soon as possible. Anyone behaving unacceptably will be asked to stop the behaviour immediately and may be asked to leave the event with no right of re-entry.

During an online event, offensive or inappropriate messages will be deleted from the chat and the participant posting them will be informed this has happened and why. If the behaviour persists, they may be removed from the event with no right of re-entry.

Depending on the severity of the behaviour, an individual may also be excluded from attending future Green Alliance events, either in-person or online.

In extreme cases, where we believe a criminal offence may have been committed, we will not hesitate to report it to the police or take legal action if necessary.

We expect all our guests, staff and suppliers to adhere to this code so we can continue to host enjoyable, productive and welcoming events that reflect our organisational values.