

SULS EVENTS

CODE OF CONDUCT

2019

Equity Officer: Deaundre Espejo (equity@suls.org.au)

SULS is committed to promoting and enforcing the belief that all individuals are equal and deserve to be treated with the same level of dignity and respect. All members have the right to feel safe and comfortable at SULS Events, which is a value that SULS takes very seriously.

PURPOSE

This code of conduct outlines expectations for behaviour at all SULS events, as well as the consequences for unacceptable behaviour. All members agree to this Code of Conduct by attending an event.

This policy document will be made available on the SULS website, to all attendees at SULS events before and after registration, and at all SULS events.

CODE OF ETHICAL CONDUCT

- Be considerate, respectful, and collaborative
- Refrain from demeaning, discriminatory or harassing behaviour and speech.
- Be mindful of your surroundings and of your fellow attendees. Alert SULS executive members if you notice a dangerous situation, someone being harassed or someone in distress.

UNACCEPTABLE CONDUCT

Unacceptable behaviours include, but are not limited to:

- Vilification, exclusion, or discrimination based on an aspect of a person's identity.
- Verbal, nonverbal or physical aggression, intimidation or hostility.
- Harassment, including conduct that is in any way intended to embarrass, pressure, shame, humiliate or degrade another.
- Unwanted sexual advances, comments, harassment or assault.
- Any other behaviour that makes a person feel uncomfortable.

POSITIVE CONSENT

When engaging in any sort of sexual interaction with another person, it is every individual's responsibility to actively consider the mindset of the other person and ensure that they are positively consenting to what is occurring.

Positive consent means an affirmative, conscious and voluntary agreement to engage in any activity, beyond solely explicit consent. No participant shall engage in any romantic, intimate or sexual activity with another attendee who:

- Does not have the capacity to give consent (e.g. intoxication, any physical or mental condition that may cause confusion, mental health conditions); or
- Does not have freedom to consent (e.g. is coerced, forced, blackmailed or constrained with giving apparent consent.)

This does not just apply to sexual intercourse or physical intimacy, but also to any situation with a sexual element, including but not limited to:

- Unwelcome efforts to develop a romantic or sexual relationship;
- Unwelcome commentary about an individual's body or sexual activities;
- Threatening to engage in the commission of an unwelcome sexual act with another person;
- Any form of invasion of personal privacy;
- Unwelcome physical closeness or touching;
- Unwelcome jokes or teasing of a sexual nature based upon gender, perceived gender, or sex stereotypes;
- Sexual assault; or
- Sexual activity without consent.

SULS EVENTS

CODE OF CONDUCT

2019

Equity Officer: Deaundre Espejo (equity@suls.org.au)

WHAT TO DO IF YOU WITNESS OR EXPERIENCE CONDUCT THAT VIOLATES THE CODE

Conduct in violation of this code should be brought promptly to the attention of any SULT executive at the event. Alternatively, you may fill out an online concern form (<https://sulsequity.wufoo.com/forms/suls-events-concerns-form/>) with an option to report anonymously. We can't follow up an anonymous report with you directly, but we will fully investigate it and take whatever action is necessary.

SULT has an Equity Officer and a diverse executive team. We will assign the most appropriate and suitable person to handle an issue. There are a variety of available procedures for handling conduct violations, from a discussion to more serious sanctions. The person affected will always be in control of what happens in response to an issue and no action will be taken unless the complainant is comfortable with it.

PRIVACY

All complaints will be dealt with privately, although complete confidentiality cannot be guaranteed. All efforts will be made to reserve privacy, meaning that only people who need to know about the incident will be given limited information as necessary.

CONSEQUENCES OF UNACCEPTABLE BEHAVIOUR

Unacceptable behaviour will not be tolerated at any event. Anyone asked to stop unacceptable behaviour is expected to comply immediately. SULT, in its discretion, may bar those who violate this Code from continued attendance or participation in some or all of an event, without refund of any fees paid, and may in appropriate circumstance bar violations from attendance or participation at future SULT events. If a person breaks the law, the police may be involved.