



# CODE OF CONDUCT

Teignmouth Pride's impact is wide-reaching and long-lasting. We're working towards coming together as a strong welcoming community irrespective of individual differences to celebrate diversity, equality and freedom for all! As such, Teignmouth Pride operates an inclusive space for our LGBTQIA+ friends and family and the wider community - we do not tolerate transphobia, biphobia, homophobia, intersexism, ableism or racism.

The following code of conduct is of great importance to all involved in Teignmouth Pride and we expect all participants, volunteers, stall holders (and their employees) and entertainers to follow these simple guidelines. Please read carefully.

## OUR CODE OF CONDUCT

Teignmouth Pride expects everyone to be respectful of each other and will not tolerate any threatening, violent or offensive behaviour against its volunteers, staff, facilitators, creatives, stallholders, security personnel or members of the public.

- We welcome and support people of all backgrounds and identities. This includes, but is not limited to, members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, colour, immigration status, sex, age, size, family status, religion, and mental and physical ability.
- We depend on each other to work together as a community organisation and ask the same of anyone involved in Teignmouth Pride. Your individual decisions will affect clients, customers, and colleagues, so please take those consequences into account when making decisions.
- Always conduct yourself professionally. Be kind to others. Do not insult or put down others. Remember, harassment and exclusionary behaviour are not acceptable. This includes, but is not limited to:
  - Threats of violence.
  - Discriminatory jokes, language and campaigns.
  - Sharing sexually explicit or violent material via electronic devices or other means.
  - Personal insults, especially those using racist or sexist terms.
  - Unwelcome sexual attention.

Direct action can and will be taken for any of the activities outlined below including abusive and threatening behaviour:

- Any individual found to be consuming illegal substances at Teignmouth Pride will be removed and the police notified.
- Anyone acting outside of the law with regards alcohol consumption across Teignmouth Prides sites.
- Obscenity, indecent exposure or sexual acts in public by participants or stallholders. As a guidance, 'swimsuit coverage' on the bottom half is the minimum requirement.

If you have any concerns at any of the Teignmouth Pride events, please report to our marshals or SIA security team in the first instance. You can also email [teignmouthpride@gmail.co](mailto:teignmouthpride@gmail.co) during the event or telephone 07983325952.