



## **Reshet Code of Conduct**

At Reshet, we love welcoming community professionals, lay leaders and volunteers to our training and events. We want everyone to feel comfortable. To ensure everyone is 'on the same page' we have developed our Code of Conduct, which lays out the expectations we have of those attending Reshet events.

Reshet expects professional behaviour from all participants, to ensure that everyone feels safe, therefore all participants are required to agree with the following code of conduct:

Reshet is committed to creating environments which are safe, enabling effective spaces for all participants to learn and teach. At Reshet, we endorse that safeguarding is in place to protect the health, well-being and human rights of all individuals who decide to participate in our work. We value the learning we gain from creating an inclusive network and the different views we hold and share.

We want all participants to feel comfortable so we will not tolerate harassment in any form including offensive, disruptive, nuisance or illegal behaviour, or offensive, abusive or aggressive behaviour or language towards others. We expect everyone to be respectful of one another and to behave in a manner which is highly professional at all times.

We know that is the standard of behaviour which one would expect at a Reshet event which is why we are clear in adding that any Individuals violating these rules may be sanctioned or expelled from that event (without a refund).

To ensure our work meets our values, all Reshet activities (whether online or in real life) must be a harassment-free experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices. As Reshet is a professional network, alcohol or drug use is not acceptable at a Reshet event. We are sure you wouldn't consider it but participants must not show sexual images in public spaces, deliberately intimidate others (which would include stalking, following, harassing photography or recording others.) To clarify on respect for others, participants must not continuously disrupt speakers or each other and must not instigate inappropriate physical contact (including sexual contact) because that really would not be professional.

If you ever feel uncomfortable because of another participant's behaviour at a Reshet event, or if you have any other concerns, please contact a member of the organising team or Shelley Marsh at Reshet [shelley@reshetnet.com](mailto:shelley@reshetnet.com). Your concern or complaint will be treated confidentially.

We welcome all colleagues, lay leaders and volunteers to join Reshet events and look forward to learning from and with you.