



WAREHOUSE CIRCUS INC

# Standards of Behaviour

Warehouse Circus Inc. aims to provide a fun, safe, inclusive and supportive environment for training and performance. In support of this, we ask that all participants, staff and volunteers agree to follow our Acceptable Behaviour Guidelines at the time that they join.

# BEHAVIOUR

You should behave with civility towards fellow Members, employees and Members of the public. Objectionable or insulting behaviour or bad language will not be permitted.

Warehouse Circus Inc. aims to provide a fun, safe, inclusive and supportive environment for training and performance. In support of this, we ask that all participants, staff and volunteers agree to follow our Acceptable Behaviour Guidelines at the time that they join. Breach of these guidelines may result in disciplinary action as outlined in this manual, or for serious breaches (specifically noted below), dismissal from the Program/Circus. In particular, Warehouse Circus Inc. believes that any form of bullying or sexual harassment is unacceptable and will take whatever steps are practicable and required to prevent such practices.



# CODE OF CONDUCT

Warehouse Circus Inc. strives to create a sense of family in which young people are free to grow and develop into who they want to be. It provides young people with positive role models, solid friendships, and life skills such as self-esteem, facing fears, taking responsibility and leadership. In such a secure environment the members are free to be themselves and learn: teamwork, perseverance, creativity, to believe in something and that bodies don't have to be perfect to be amazing.

Underpinning these aims is the Warehouse Circus Inc.'s ethos of inclusivity and a Code of Conduct based on respect and tolerance. All Warehouse Circus Inc. personnel in the course of their employment with and / or participation in the activities of the organisation are required to:

1. Behave in a way that upholds the inclusive ethos of Warehouse Circus Inc. with honesty and with respect for the personal health, wellbeing and security of themselves and others;
2. Behave with respect for the intellectual and physical property of the Circus and undertake not to use any of this property for own or other person's gain without the written permission of the Warehouse Circus Inc. Board. See also Equipment Policy; and
3. Act safely and in accordance with the Warehouse Circus Inc. policies, in particular its Occupational Health and Safety policy.

## **ANIMALS**

You are not permitted to bring any animal including a household pet onto the premises or into a class without prior approval from Warehouse Circus.

## **NUTRITION**

Warehouse Circus supports the concept that healthy eating produces healthy, strong bodies. Warehouse Circus will support good nutrition by providing a selection of healthy nutritious foods whenever it sponsors activities where food is served. Due to common nut allergies, Warehouse Circus training spaces are nut free zones. No nuts will be provided at activities where food is served.

## **CONFLICT OF INTEREST (FOR VOLUNTEERS)**

All employees and others acting on behalf of Warehouse Circus are obliged to avoid ethical, legal, financial, or other conflicts of interest and to ensure that their personal, professional and business activities and interests do not conflict with their obligations to Warehouse Circus.

# CONFLICT OF INTEREST

## (FOR VOLUNTEERS)

'Conflict of interest' is considered to exist in situations where:

- An individual's position at Warehouse Circus provides personal benefit beyond the declared benefits arising from that position; and
- An individual, while occupying more than one position at Warehouse Circus of power or influence, affects outcomes in one position that are, or may be, of direct and personal benefit to her/him as an occupant of another position.

All employees, volunteers and other associated people must declare any actual or potential conflicts of interest at the start of the meeting concerned or when a relevant issue arises. The nature of this conflict of interest should be entered into the meeting minutes or otherwise noted in writing.

Where a conflict of interest or potential conflict of interest is identified and / or registered at a Board meeting:

- The Board Member concerned shall leave the room as soon as that item comes up for discussion;
- The Board Member shall not vote on that issue; and
- The Board Member shall not initiate or take part in any Board discussion on that topic (either in the meeting or with other Board Members before or after the Board meetings), unless expressly invited to do so by unanimous agreement by all other Members present.

If a person declares themselves to have existing or potential conflict of interest confidentiality will be respected.



# ANTI-DISCRIMINATION POLICY

Warehouse Circus Inc. is an equal opportunity employer. It is intolerant of discrimination and believes that all personnel have the right to work in an environment free of discrimination and harassment.

Warehouse Circus Inc. personnel will be treated on their merits without regard to race, age, gender, sexual orientation, marital status or any other factor not applicable to their role with the circus. Employees and volunteers are valued for the performance of their duties, their skills, ability and enthusiasm.

Any reports of discrimination or harassment will be treated seriously and investigated promptly, confidentially and impartially. A written complaint is not required. Anyone who believes that they, another or others are not being treated fairly should raise the matter with the Executive Director, or speak to the President of the Board.

It is unlawful to victimise anyone for making or supporting a discrimination complaint. This protects people's right to make a complaint and also protects other people who might be involved, such as witnesses or advocates. Warehouse Circus Inc. is committed to providing a safe work environment for all. Workers, both paid and voluntary, will not be disadvantaged in their work conditions or opportunities as a result of lodging a complaint.

# ANTI-DISCRIMINATION POLICY

Disciplinary action will be taken against anyone who discriminates against others at Warehouse Circus. Discipline may involve a warning, counselling, or dismissal.

Under Federal and Territory anti-discrimination laws, discrimination in employment on the following grounds is illegal:

- Gender
- Lawful sexual activity
- Age
- Parental status
- Race
- Religion
- Political belief or activity
- Social origin
- Pregnancy
- Marital status
- Trade Union activity
- Criminal record

Under the ACT Discrimination Act 1991, discrimination in employment on the following grounds is illegal:

- Disability
- Sex
- Race
- Sexuality
- Age
- Gender identity
- Relationship status
- Status as a parent or carer
- Pregnancy
- Breastfeeding
- Religious or political conviction
- Guide dog or other assistance animal
- Industrial activity
- Profession, trade, occupation, or calling
- Spent criminal conviction
- Association with a person who has an attribute listed above