

## APPENDIX A: CODE OF CONDUCT

### A.1 DEFINITIONS

The definition from the By-law No. 1 Section 1.01 Definitions (**Amended**) apply as well as the following additional Definitions shall apply to all Appendixes;

- a. Personal Harassment: shall mean any conduct whether verbal or physical that is discriminatory in nature. This includes but is not limited to an individual's real or perceived: race, ethnicity, ancestry, place of origin, political beliefs, religion, sex, gender, gender identity or expression, sexual orientation, ability, age, level of literacy, Membership in a union or staff association, marital status, family status, or source of income.
- b. Sexual Harassment: shall mean conduct, comment, gesture or contact of a sexual nature that one would find to be unwanted or unwelcome by any individual, or that might, on reasonable grounds, be perceived by that individual as placing a condition of sexual nature on employment, career development, or participation as a volunteer.
- c. Public: shall mean the people constituting a community, province/state or nation.
- d. Intoxication: shall mean an individual who is under the influence of either Alcohol, Marijuana or any other legal or illicit drug where the functions and/or duties of the individual being impaired beyond a reasonable state.
- e. Discrimination : shall mean treatment or consideration of, or making a distinction in favor of or against, a person or thing based on the group, class, or category to which that person or thing belongs rather than on individual merit.

## A.2 CODE OF CONDUCT

### Policy

The Code of Conduct policy is designed to allow Pride London Festival to preserve its long tradition of integrity and credibility with the public, Members, volunteers, stakeholders and within the Organization.

This policy provides the guidelines for acceptable and encouraged behavior as well as actions or behaviors that are regarded as misconduct and is applicable to all Members, volunteers and Directors with the additional Directors Code of Conduct policy applying to Directors of Pride London Festival.

### A.3 ACCOUNTABILITY & RESPONSIBILITY POLICY: MEMBER

The accountability and responsibility Policy outlines what is expected of Members of Pride London Festival to maintain high standards, professionalism, respect and promotion for Pride London Festival.

In order to achieve this; Members are expected and required to:

#### A.3.1 BEHAVIOUR IN PERSON

- a. Maintain best practices and conduct at all Pride London Festival meetings and respect the views of fellow Members, volunteers, committee Members and Board Members.
- b. At all times be mindful of conduct, in relation to the activities and events of PLF , ensuring one's own conduct is respectful, non-discriminatory and non-harassing to any volunteer, Member, Board Member or committee Member in accordance with Pride London Festival policies and By-law No. 1.

#### A.3.2 BEHAVIOUR ONLINE

- a. Maintain best practices and conduct on all Pride London Festival related Social Media and online communication and respect the views of fellow Members, volunteers, committee Members and Board Members.
- b. All postings should remain non-discriminatory and non-harassing to any volunteer, Member, Board Member or committee Member in accordance with Pride London Festival policies and By-law No. 1.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_