

Code of Conduct

Beyond the Bathroom Choir

This Code of Conduct (Code) outlines the standards of behaviour expected of all Beyond the Bathroom Choir (BTB) participants, volunteers and staff, whenever we engage in BTB activities.

Standards of Behaviour

BTB participants, volunteers and staff are responsible for promoting a safe, respectful and inclusive environment at all BTB activities, and are expected to:

- Treat everyone with respect, courtesy, fairness and sensitivity; considering people's individual experiences and views
- Behave honestly and with integrity when making decisions that affect others
- Follow any lawful and reasonable directions given by those with authority; particularly in relation to health and safety at choir events
- Act with care and diligence when using BTB's resources and equipment
- Disclose and take reasonable steps to avoid any conflict of interest (real or perceived) in relation to BTB participants, volunteers and staff

The following behaviours are unacceptable and participants, volunteers and staff must not:

- Discriminate against or treat anyone less favourably because of their race, gender, age, sexual orientation, disability or other personal characteristics
- Intimidate, threaten, abuse or bully another participant, volunteer or staff member
- Physically or sexually harass another person with unwanted, unwelcome or uninvited behaviour during BTB Choir rehearsals, performances, fundraisers and organised social activities
- Behave improperly or unethically including providing false or misleading information in relation to the choir, its participants, volunteers or staff
- Use inside information, status, power or authority to gain, or seek to gain, a benefit or advantage
- Victimise, unjustly treat or threaten someone because they have raised a complaint

Reporting

We encourage open communication and reporting of any concerns and potential or actual breaches of this Code.

Actual and/ or perceived breaches of this Code must be drawn to the attention of a BTB Committee member - a report can be made verbally or in writing and should include specific details of the incident/s.

Confidentiality must be maintained to protect all those involved.

The appropriate remedy or course of action relating to the reported incident/s will depend on the nature and circumstances and will seek primarily to enable the continued safety and enjoyment for everyone involved in BTB.

Responsibilities And Review

- The BTB Committee must demonstrate and promote a culture that embodies the standards of behaviours outlined in this Code Of Conduct.
- The BTB Committee must ensure that this Code is distributed to all participants upon payment at the beginning of each term via a link in the Membership and Fees Information Sheet.

Beyond The Bathroom Committee Office Bearers

President - Charlotte Clements. Email: president.btb@gmail.com

Treasurer - Libby Hynes. Email: treasurer.btb@gmail.com

Administrator - Sally Duguid. Email - admin@beyondthebathroom.org

Secretary - Andrew Johnson. Email: secretary.btb0@gmail.com

Musical Director - Loz Irwin-Ray. Email: musicaldirector.btb@gmail.com

KEY MESSAGE

 **WELCOME TO BEYOND THE BATHROOM CHOIR** 

***WE STRIVE TO PROVIDE A SAFE SPACE FOR PEOPLE OF ALL AGES, ABILITIES,
GENDERS AND CULTURAL BACKGROUNDS TO ENJOY SINGING TOGETHER.***

WE ASK THAT YOU PLEASE RESPECT THIS SPACE AND EVERYONE HERE.

OH, AND HAVE FUN!!!

JUNE 2025