

Participation in a Somerset Film online course, event and/or activity, is deemed as acknowledgement and acceptance of our **Participant Code of Conduct** You can read more here but in brief:

Every member of the community is welcome, and should feel safe to participate, introduce new ideas and inspire others, regardless of differences.

Expected:

- Contribute your ideas and skills in the spirit of cooperation, co-creation and sharing
- ***Be Respectful***
- ***Be Inclusive***
- ***Be positive***
- ***Be more than tolerant***

Prohibited:

- **Excluding others**
- **Violence and threats of violence or other forms of intimidation**
- **Personal verbal attacks**
- **Derogatory language – Hurtful or harmful language**
- Unwelcome sexual attention or physical contact, disruptive behaviour and encouraging unacceptable behaviour by others.

Consequences of unacceptable behaviour

Somerset Film will respond to any participant behaviour that directly endangers its participants and its ability to conduct future online courses, events and/or activities, in particular contravening our diversity, safeguarding and online safety policies. Our response may range from a formal warning, through to exclusion from an activity to reporting to the police, if a criminal act has occurred.

PARTICIPATING IN Somerset Film ONLINE Activity – CODE OF CONDUCT

Somerset Film welcomes everyone and we are thrilled you would like to join us in an online activity. Community and inclusivity are at the heart of what we do. We put people first, and do our best to recognise, appreciate and respect the diverse perspectives of all participants. Our online activities are a space where differences of opinion and experience can be shared. This can be a complicated process, and may not always feel comfortable, but it is necessary for creating and maintaining a space that is safe and cares for all. We believe that everyone has a role to play in ensuring that Somerset Film's Online events are a safe and respectful space to share and have experience. This means we have expectations around behaviour that we ask our staff and everyone participating in our online activities to observe. As such, we have adopted these guidelines, also known as a code of conduct.

The Guidelines

All participants in Somerset Film online courses, events and/or activities are expected to take personal responsibility for their actions and the effects of those actions on others.

Every member of the community is welcome, and should feel safe to participate, introduce new ideas and inspire others, regardless of differences such as:

- Background
- Family status
- Ability
- Age
- Gender, including gender identity or expression
- Marital status
- Sexual orientation
- National origin
- Native language
- Race, ethnicity or cultural differences
- Physical characteristics
- Socio-economic status
- Religion
- Occupation
- Level of education
- Where they live or work
- Political persuasion

These guidelines outline both expected and prohibited behaviour as a participant of a Somerset Film online course, event and/or activity. Your participation is contingent upon following these guidelines in all activities including:

Expected:

Contribute:

- Your ideas and skills in the spirit of cooperation, co-creation and sharing.

Be Respectful:

- Value other ideas and opinions, styles and viewpoints, treat others with the level of respect you expect for yourself, and be non-confrontational in all interactions and communications.
- Always seek consent and if someone says 'no', or asks you to stop something, then stop.
- Respect the use of appropriate pronouns and don't make assumptions. Ask people how they want to be addressed. (She/Her, He/Him, They/Them etc)

Be Inclusive:

- Listen actively and help create a safe environment that allows others to be heard.
- Hold back assumptions about others. Everyone has a different life experience and may be struggling with challenges that are not always visible.
- Think about how you are occupying this space and the visible and invisible hierarchies that exist. Be aware of how your privilege perpetuates oppression and discrimination.

Be positive:

- Deal with setbacks, disagreements or miscommunication in a friendly and forward looking way.

- Be kind. We are all in this space together. Be considerate and treat one another with kindness and respect. We will challenge you if you use abusive, racist, sexist, misogynist, ableist, homophobic, transphobic, classist, sizeist or ageist language.

Be more than tolerant:

- Strive to accept, appreciate and value any and all participants whose background, experience, perspective and values may be different from your own.
- Respect other people's personal or emotional space. Everyone has different physical and emotional boundaries, and it is our responsibility to not overstep these boundaries unasked.

Prohibited:

- **Excluding others**
- **Violence and threats of violence or other forms of intimidation**
- **Personal verbal attacks**
- **Derogatory language – Hurtful or harmful language related to:** Unwelcome sexual attention or physical contact, disruptive behaviour and encouraging unacceptable behaviour by others.

If anything makes you feel uncomfortable during a Somerset Film event, please let the Somerset Film Team know by contacting Deborah Richardson (deborah@somersetfilm.com) and/or Alisa Cengic (alisa@somersetfilm.com).

Consequences of unacceptable behaviour

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