



# Volunteer Code of Conduct

## Inclusive Performing Arts Festival

Welcome, and thank you for being a vital part of our inclusive performing arts festival! As a volunteer, your actions help shape a safe, welcoming, and joyful environment for everyone. This Code of Conduct outlines the expectations we hold for all volunteers to ensure a respectful, inclusive, and successful festival experience for artists, guests, and fellow team members.

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### 1. Uphold Inclusivity and Respect

- Treat all people with dignity and respect, regardless of race, ethnicity, gender identity or expression, sexual orientation, age, ability, religion, cultural background, or socioeconomic status.
- Use inclusive language and behaviour at all times.
- Listen actively, speak kindly, and avoid judgmental or dismissive behaviour.
- Honor chosen names and pronouns. If unsure, ask respectfully.



### 2. Create a Safe and Welcoming Space

- Foster a supportive environment free of discrimination, harassment, or intimidation.
- Report any behaviour that makes you or others feel unsafe to a supervisor or festival staff.
- Do not touch others without consent; be mindful of personal space and boundaries.
- Encourage participation and accessibility for everyone, including those with disabilities.



### 3. Act Professionally and Responsibly

- Be punctual, reliable, and ready to support your assigned duties.
- Follow instructions from your team leads or festival staff.
- Wear your volunteer badge while on duty and represent the festival positively.
- Maintain confidentiality when dealing with sensitive information (e.g., artist details, attendee needs).

## 4. Zero Tolerance for Harassment or Discrimination

We do not tolerate:

- Verbal abuse, slurs, or offensive jokes.
- Sexual harassment or unwanted advances.
- Bullying or exclusionary behaviour.
- Discriminatory conduct in any form.

Anyone found violating these standards may be asked to leave their role and, if necessary, the festival.

## 5. Support Access and Equity

- Offer help proactively, especially to guests who may need assistance navigating the space.
- Familiarize yourself with the accessibility features of the venue.
- Advocate for others when appropriate, and refer any complex issues to staff.

## 6. Communicate Openly

- Ask questions if you're unsure about a task or situation.
- Share concerns or ideas respectfully with your team lead.
- Use appropriate channels to provide feedback or raise issues confidentially.

## 7. Enjoy Yourself & Share the Joy of the Arts

- Bring your passion, creativity, and enthusiasm.
- Celebrate the diverse voices and talents showcased at the festival.
- Encourage collaboration, curiosity, and kindness in all your interactions.

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## Need Support?

If you feel uncomfortable or witness a violation of this Code of Conduct, please speak with a volunteer coordinator or visit the Volunteer Support Desk. All concerns will be handled discreetly and taken seriously.

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By volunteering with Inclusive Performing Arts Festival, you agree to uphold this Code of Conduct and help us build an inclusive, respectful, and magical experience for all.

*Thank you for being part of something meaningful. ✨*