

## BPAC MEMBERS - CODE OF CONDUCT

This Code of Conduct is designed to explain **Ballarat Performing Arts Community (BPAC)**'s expectations as to how members and volunteers must conduct themselves while involved in the activities of the organisation.

By following this Code of Conduct your reputation and the reputation of BPAC will be protected.

The goal of this Code of Conduct is to ensure that all members and volunteers are treated equally and with respect, in a safe and enjoyable environment and that all persons contributing to the success of BPAC act with dignity, honesty and integrity.

Every member and volunteer of BPAC is expected to perform her/his role in accordance with this Code of Conduct.

- Treat everyone with dignity and courtesy; we are all in this together.
- Be fair, considerate, and honest in all dealings with others.
- Refrain from any behaviour which may bring BPAC into disrepute.
- Abide with the code of conduct and constitution of the organisation.
- Participate for the enjoyment you will receive.
- Always take reasonable care so your actions do not risk your health and safety or that of others.
- Illegal drugs are not to be consumed by members or volunteers while performing duties with BPAC.
- Alcohol may be consumed to the extent it does not affect the comfort, safety or performance of any member or volunteer nor harm the reputation of BPAC.
- Anyone exhibiting signs of being intoxicated or under the influence of alcohol, or an illegal or prohibited drug will be prevented from commencing, recommencing or continuing their activity on behalf of BPAC.

BPAC will not tolerate discrimination, sexual harassment, and bullying. Members and volunteers are expected to respect the rights, dignity and worth of others regardless of gender, sexual orientation, ability, cultural background or religion, or of their physical or psychological disabilities.

BPAC requires that anyone working with children on their behalf will have passed a Victorian Working with Children Check or will have immediately applied for a Check once their involvement with BPAC and children has been confirmed. Proof of application is to be supplied to the BPAC Management Committee.

(Anyone is defined as every person over the age of 18 years of age and includes parents of other children who are present for their own children's supervision.)

This document is not designed to be exhaustive, but all involved in Ballarat Performing Arts Community activities are expected to uphold both the letter and spirit of the Code.

Failure to comply with the Ballarat Performing Arts Community Code of Conduct, may result in the cancellation of your membership and/or your further involvement in the organisation and its associated events.

Grievance Procedure:

If anyone feels they have been discriminated against, bullied or harassed in any way they should immediately contact the Chair of the committee for immediate and confidential assistance.



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[www.bpacballarat.org](http://www.bpacballarat.org)

The management of Ballarat Performing Arts Community is committed to uphold both the letter and spirit of this Code and the mediation and resolution of any grievance in an expeditious manner. Where it is not possible to resolve the dispute within the BPAC organisation, it will be referred to the Dispute Settlement Centre of Victoria.

With thanks to Ballarat National Theatre, on whose code ours is based.