



Code of Conduct

This document applies to everyone on site during Rootstock.

This Code of Conduct has been created to make sure everyone can enjoy the camp and feel valued, equal and respected at Rootstock. The camp is traditionally a very happy experience; in the unlikely event of an issue or concern, please bring it to the attention of camp organisers who will resolve it straight away. Happy camping!

Our Values:

1. Respecting each other

Every person at Rootstock, whatever their ethnicity, sexuality, religion, gender expression, physical ability, age or background, is welcome at camp and deserves respect, ie:

- kind and tolerant speech
- being listened to and acknowledged
- kind, tolerant and non-offensive actions and deeds

In our conversations around camp, we don't expect everyone to agree, but we do expect everyone to speak with respect and courtesy.

Please do not intentionally cause offence to anyone on site.

Event organisers, crew (including the landowner) and activity leaders must conduct themselves responsibly and professionally, whether or not they are being paid.

If taking part in an event, please treat both the facilitators and participants with respect.

Please do not intentionally cause harm or offence to anyone on site.

2. Personal Space

Please be respectful of other people's physical space at all times.

Some *organised activities* may involve physical contact and of course you are welcome to step away from any such organised activity if it's not for you.

Outside of organised activities, we ask you to bear in mind the need for consent in your physical interactions with others outside of your immediate family or booking group.

Consent: Please make it a normal practice to check with someone that it's ok to have a hug, hold their hand or otherwise be physical with them.

Unsolicited, non-consensual or expressly unwelcome physical contact isn't acceptable at Rootstock. Any unsolicited sexual advances, inappropriate verbal 'suggestive' remarks, or behaviour that doesn't respect others' physical privacy won't be tolerated.

Grievance Resolution Procedure

Please also refer to our safeguarding policy which is publicly available on the Rootstock website.

We expect everyone to advocate as far as possible for their own wellbeing & enjoyment of the camp.

If a situation does arise in which you find uncomfortable, please vocalise your boundaries clearly and without prejudice so that others may understand your position and respond accordingly.

If you have difficulty with the actions or speech of another camp member, please take the following steps:

1. **Talk:** Talk to the other party directly and encourage them to understand why you found their conduct problematic.
2. **Listen:** Be willing to listen to someone who may need to address an issue with you.
3. **Communicate:** We suggest the following structure* for addressing an issue: "When you did/said _____, I felt _____. I have a need for _____. Would you be willing to _____?"
The vast majority of grievances are due to misunderstanding and can be resolved quickly and effectively by clear communication. Please listen to the other party and accept their apology if offered sincerely.
4. **Raise:** Bring the issue to the attention of one of the camp organisers. We will be committed to addressing and resolving the issue or complaint that you've raised. We'll do our best to ensure that a positive outcome is achieved.
5. If the camp organisers decide that someone's words or actions are inappropriate, harmful or offensive, and that conduct persists despite being brought to their attention and being given the opportunity to rectify it, we will require them to leave the camp.

Many thanks for taking the time to read and understand this document.

* from "Nonviolent Communication" by Marshall Rosenberg