

Code of Conduct Policy

Code of Conduct

This behaviour code outlines all individuals engaged with Lost Cause. This includes trustees, staff members, artists, actors, stage managers, workshop leaders, technical/support staff and volunteers.

Everyone at the Lost Cause should be treated with dignity and respect. Racism, discrimination, bullying, harassment, or any form of victimisation will not be tolerated and will be treated as a serious disciplinary offence.

Further details, including how we define bullying, harassment, discrimination, etc, are available in the **Lost Cause's Equal Opportunities Policy** which should be read alongside this Code of Conduct.

We expect everyone at Lost Cause to:

- Prioritise their colleagues' and visitors' welfare.
- Treat all people fairly and without prejudice or discrimination.
- Respect differences in gender, sexual orientation, culture, race, ethnicity, disability and religious belief systems between yourself and others.
- Aim to work and communicate with openness, honesty, trust and respect.
- Avoid favouritism.
- Be patient with others.
- Use special caution when discussing sensitive issues with others.
- Ensure your contact with all people is appropriate and relevant to the work of the project with which you are involved.

Everyone also has a role to play in discouraging inappropriate behaviour by making it clear any such actions are unacceptable and by supporting colleagues who may suffer such treatment.

We encourage everyone at Lost Cause to:

- Challenge any form of racism, discrimination, prejudice or inappropriate behaviour.
- Report any breaches of the behaviour code to the relevant person.

Lost Cause

Reporting

All staff and volunteers should report inappropriate behaviour in the organisation to the trustees. An initial conversation in private, at any early stage of concern, is better than waiting to make a more formal report or complaint when it is too late.

Matters will always be treated confidentially, and appropriate next steps will be discussed with you before any action is taken. Any concerns should you feel uncomfortable in following these pathways, or dissatisfied with the outcomes of any conversations, should be reported to the Safeguarding Officer.