

Emley Show Volunteers & Performers Code of Conduct

As volunteers and performers at the Emley Show, we ask that you maintain high standards of personal and professional conduct to ensure the event is a positive and safe experience for all. Whether you are volunteering your time or performing as a paid entertainer, your actions represent the Emley Show, and your behaviour directly impacts the event's success and public perception. This code of conduct outlines the expectations for your behaviour throughout the event.

Expected Behaviour

- **Respect and Dignity:** Treat all participants, fellow volunteers, performers, attendees, and members of the public with respect and dignity.
- **Collaboration:** Work in a considerate, respectful, and cooperative manner with fellow volunteers, performers, and event staff to help ensure the smooth running of the event.
- **Compliance with Event Rules:** Follow all event guidelines, regulations, and venue rules.
- **Health & Safety:** Always be mindful of health and safety, both your own and others. Immediately alert event organisers if you notice any dangerous situations or someone in distress.
- **Professionalism:** Act in a way that positively contributes to the atmosphere of the event, maintaining professionalism at all times.
- **Performance Standards:** As a performer, ensure that your performance aligns with the event's expectations, promotes inclusivity, and is appropriate for the audience.
- **No Political Content:** Performances must avoid including political content, messages, or references. The event is designed to be inclusive and apolitical, and performances should reflect this neutral stance.

Unacceptable Behaviour

We have a zero-tolerance policy for any form of harassment, discrimination, or disruptive behaviour at the Emley Show. The following behaviours are strictly prohibited:

- **Harassment:** Any unwanted physical, verbal, or non-verbal conduct that causes distress or creates a hostile environment.
- **Discrimination:** Offensive comments or behaviour based on age, disability, gender, race, religion, sexual orientation, or other protected characteristics, including any actions that could be seen as exclusionary or harmful to any group or individual. This includes, but is not limited to, ableism, racism, sexism, homophobia, transphobia, or any other forms of prejudiced behaviour.
- **Bullying:** Any form of intimidation, belittling, or demeaning behaviour towards another individual.
- **Violence or Threats:** Any physical aggression, including threats, violence, or inappropriate contact.
- **Disruptive Conduct:** Disrupting events, talks, or activities, whether verbally or otherwise.

- **Inappropriate Material:** Displaying or sharing offensive, sexually suggestive, or inappropriate materials in any format (e.g., pictures, videos, comments).
- **Substance Abuse:** The use of illegal substances, or being under the influence of alcohol or drugs during the event, is prohibited.

Appearance and Dress Code

- **Clean and Neat Appearance:** Volunteers and performers should ensure their appearance is clean, neat, and appropriate for the role they are fulfilling at the event.
- **Appropriate Clothing:** Dress in a manner that is suitable for your role. Volunteers and performers with disabilities, medical conditions, or religious/cultural needs can make reasonable adjustments to their clothing, as long as safety is not compromised.
- **Health & Safety:** Avoid wearing clothing or accessories that could pose a safety risk to yourself or others (e.g., long scarves, dangling jewellery, etc.).
- **Role Models:** As volunteers or performers, you are role models for others. Dress in a way that reflects the values of the Emley Show and ensures a positive environment for all attendees.
- **Tattoos and Piercings:** Tattoos should not be offensive to others and must be covered up if deemed inappropriate. Piercings should be minimal and not pose a safety risk.

Communication

- **Professional Language:** Use respectful and professional language at all times. Avoid any swearing, abusive language, or offensive comments.
- **Inclusive and Positive Attitude:** Promote an inclusive and welcoming atmosphere for all event participants. Help maintain a respectful tone and encourage collaboration.
- **Appropriate Performance:** As a performer, ensure that all content and material used in your performance is appropriate for the event and its audience. Avoid offensive language, themes, or gestures.
- **Apolitical Content:** Avoid including political opinions, statements, or propaganda in performances. The Emley Show is a neutral platform that aims to foster enjoyment and inclusivity for all attendees.

Consequences of Unacceptable Behaviour

Volunteers or performers who fail to comply with this Code of Conduct may be asked to leave the event immediately, and their participation may be permanently revoked. In serious cases, legal action may be taken if the behaviour violates laws or regulations.

At the Emley Show, we are committed to providing a safe, respectful, and enjoyable environment for all involved. By following these guidelines, you will help ensure the success of the event and contribute to making it a positive experience for everyone. Thank you for your dedication, cooperation, and professionalism.