

THAME PRIDE



CODE OF CONDUCT & VALUES

Thame Pride is committed to creating a safe, inclusive and supportive space for all who attend our Thame Pride events. Our vision is that we want Thame to be a place where diversity is celebrated and everyone can thrive.

Therefore, we have the following code of conduct in place for all volunteers, suppliers and partners. In addition to this code, volunteers, suppliers and partners are bound by Thame Pride's other policies, which can be found on our website, including, but not limited to our Safeguarding Policy and Bullying & Harassment Policy.

Our code of conduct, includes adherence to our values and our mission:

Thame Pride is a celebration of inclusivity and joy born from our community. We stand up for LGBTQIA+ issues, amplify voices, and create a safe space for everyone to express themselves authentically.

Please note that, in the first instance, failure to abide by this code of conduct will be addressed by a Thame Pride core team member, and the issue will be communicated to the volunteer(s), partner or supplier in question; however, serious or repeated breaches will not be tolerated, and may result in any individual or group not being allowed to continue as volunteers, partner or supplier, and where applicable being referred to the police. Material breach of this code of conduct will constitute a material breach of any contract between Thame Pride and its suppliers and partners.

- Thame Pride is committed to equity and diversity, and everyone in the community is welcome to attend our events. Be respectful of all Pride goers, Thame Pride committee members and fellow volunteers.
- Please note that all our events operate the following safe spaces policy to help create an open and welcoming environment, and we ask that everyone respects these points. If you see any individual or group failing to abide by this code of conduct and are not sure how to respond, please alert a Thame Pride committee member immediately (identifiable by volunteer t-shirts and ID badges).
- Verbally or physically aggressive behaviour towards any other person(s) will not be tolerated.
- Any form of prejudice based on age, disability, ethnicity, gender identity, gender reassignment, religion/belief, sexual orientation, marriage/civil partnership, pregnancy/ maternity, nationality, class, sexual expression, appearance, language ability, intersex characteristics or immigration status will not be tolerated.



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- Do not make assumptions about gender, pronouns, sexuality, or whether someone is 'out'. If you are unsure, it is better to ask the person(s) to avoid upset.
- When communicating with members of the public, please avoid gendered phrases like 'sir', 'madam', 'guys', etc., which may exclude trans/non-binary people. For example, you could get someone's attention by saying 'excuse me'.
- Please respect other people's physical boundaries – non-consensual touching of any other person(s) will not be tolerated.
- Be aware of people's personal preferences towards their photograph being taken. Only take photos of friends and people you know; otherwise, please ask beforehand.
- Any volunteer interacting with children or vulnerable adults must pay special attention to our Safeguarding Policy and any additional instructions given by Thame Pride's Safeguarding Officer.
- Violence, theft, extreme intoxication, the selling and use of drugs, and public sexual acts are not welcome at Thame Pride.
- If you are ever made to feel unsafe or threatened by anyone, please bring this to the attention of a Thame Pride core team member or security staff.
- Importantly – enjoy yourselves! Thame Pride is about celebrating who you are, and the more you enjoy yourselves, the more fabulous the day will be for everyone!

