



THE VICTORIAN  
PRIDE CENTRE

## VICTORIAN PRIDE CENTRE CODE OF CONDUCT

### INTRODUCTION

The Victorian Pride Centre, VPC, is a welcoming, inclusive, and safe space for all LGBTIQ community members and their allies.

To that end, the VPC asks that all staff, contractors, directors, visitors, and tenant organisations respect and adhere to the VPC Code of Conduct.

This Code of Conduct reflects the VPC's stated values of:

- Honouring our LGBTI history and culture, creating our future
- Catalysing our community
- Celebrating and valuing our difference
- Respecting and supporting each other
- Living with courage, pride, and strength
- Demonstrating leadership for the LGBTI community
- Building Sustainability.

The Code has been developed in consultation with the VPC Community Reference Group.

### SCOPE

This Code of Conduct applies to all users, visitors, staff, contractors, and board directors of the VPC; it applies to everyone when they are present at the VPC and/or VPC IT infrastructure and systems including the VPC website, VPC email, VPC Computers, associated IT assets and hardware, VPC social media outlets, etc.

### FIRST PEOPLE

The VPC recognises the First Peoples of Australia and is committed to embedding First Peoples' leadership and respectful dialogue with Traditional Owners, Elders and LGBTIQA peoples.

- To that end, the VPC is committed to the provision of cultural awareness and competency training for all ongoing VPC Board members, staff and volunteers and expects all ongoing VPC directors, staff, and volunteers to participate in this training.

### STANDARDS OF BEHAVIOUR

- We are a vast and diverse community, with a multiplicity of needs, interests, identities, and backgrounds. No one is privileged to the disadvantage of others.

- All users of and visitors to the VPC are welcomed, valued, and respected equally, regardless of identity, appearance, background, and social, cultural, and economic circumstances.
- We respect differences amongst all VPC users, including but not limited to personal characteristics such as disability, gender, gender identity, gender expressions, sexual orientation, intersex status, relationship status, age, culture, ethnicity, and religion.
- All staff, volunteers, directors, contractors, and visitors are expected to value and treat each other with respect, honour, and dignity.
- We work cooperatively and collaboratively with others to achieve common goals and build a strong and resilient community.
- We abide by all applicable laws and regulations.
- We respect discretion and a person's desire for privacy about their individual and personal characteristics, and circumstances.
- Non-community members and LGBTIQ allies coming to the VPC are expected to embrace understanding and learning in relation to LGBTIQ history and culture.

## **VIOLENCE**

- The VPC is a safe and violence-free space.
- Violence of any kind will not be tolerated by the VPC, this includes and is not limited to:
  - Bullying, harassment, sexual harassment, victimisation, unwanted attention, physical violence, written or verbal abuse, psychological abuse, and threatening or intimidating behaviour.

## **SMOKING, ALCOHOL and ILLICIT DRUGS**

- The VPC is committed to the safety and inclusion of all community members and their allies.
- The VPC is a smoke free environment, smoking within the VPC and its grounds is prohibited.
- Alcohol is only to be consumed in the VPC within licensed areas or within designated areas in association with community events such as launches and openings.
- Responsible Service of Alcohol (RSA) Certification is required for all staff and volunteers serving alcohol within designated areas of the VPC.
- The VPC does not approve of illicit drug taking and requests that illicit drugs are not consumed or present within the VPC.

## COMPLIANCE

**The VPC acknowledges the complexity of LGBTIQ histories and the associated trauma caused to many LGBTIQ people as a direct result of social, cultural, economic, and institutional homophobia, biphobia, transphobia, and Interphobia.**

Where feasible, the VPC is committed to de-escalating conflict; mediating differences; utilising survivor-led approaches to disputes and breaches of the Code; and providing people in breach of the Code with referral to on-site or off-site support services.

- Onsite staff will act to de-escalate where feasible.
- Failing de-escalation, people in breach of the Code will be asked to leave the VPC.
- Should people in breach of the Code refuse to leave the VPC, Victoria Police officers will be called to attend.
- People in breach of the Code can be referred to support services and follow up by related VPC services.

## COMPLAINTS

- Complaints regarding the VPC, its staff, volunteers, Board members, contractors and/or visitors are to be made to VPC Co-ordinator.
- The VPC Grievance Procedure will be utilised to address all formal complaints.