

Code of Conduct for Attendees

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Code of Conduct

In order to create an inclusive environment where issues and areas of concern can be addressed appropriately, consideration must be given to the different groups of individuals that will be participating. It is the responsibility of everyone to be mindful of their actions and behaviour, to ensure that the festival remains a safe place, free from discrimination, fear and, where possible, risk.

This is a supportive environment in which we get the chance to meet and talk with many new people. Be mindful that we have shared values and goals of ensuring this is a welcoming space for all. Engage with compassion and kindness. There will be a variety of different people at the event, so make sure to enter with an open mind, challenge your assumptions, and be respectful of everyone even if you don't understand them.

The event will consist primarily of LGBTQI+ people (meaning lesbian, gay, bisexual, pansexual, transgender, non-binary, queer, intersex, and asexual people), and people of other marginalised identities. We have linked some resources at the end of this document to educate yourself on these identities if you are unfamiliar with them.

All attendees are asked to adhere to our code of conduct when booking and ClimbOut has a zero tolerance policy towards all forms of discrimination. We take this code of conduct seriously, and anyone found in breach will be asked to leave the premises.



Core values

ClimbOut's core values are: **Diversity**, **Empowerment** and **Accessibility** (<https://climbout.org/purpose-and-values/>) all actions should be taken with consideration of these values.

Hold yourself and others accountable for upholding these standards of conduct, and take appropriate action if someone violates them. Be a role model for others and encourage others to adopt these practices and values, both within the climbing community and in their everyday lives.

Inclusivity

Please engage fully in any info sessions.

ClimbOut is an inclusive event to all members of the community regardless of their sexual orientation, gender identity, race, ethnicity, religion, age, ability, or any other characteristic. Everyone should be treated with respect, dignity, and equality.

Don't do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other person on the grounds of gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status, or pregnancy.

We aim to be anti-racist and anti-ableist, consider this in your actions across the weekend. This involves treating everyone with respect and not othering anyone. Never use or tolerate language or gestures which are racist or ableist.

Recognise and acknowledge the systemic racism and discrimination that BPOC (including Black, Asian, etc.) face in society and in accessing outdoor spaces, and take proactive steps to be an ally and create an inclusive and welcoming environment for all.

Please avoid making assumptions or stereotyping attendees based on their race, ethnicity, or culture. Recognise that BPOC (including Black, Asian, etc.) and people from other cultures may have different experiences and perspectives. Listen actively and respectfully to all attendees and their experiences, concerns, and suggestions. Be open to feedback and willing to learn from their experiences.

Don't assume anyone's sexual orientation or gender.

Engage in ongoing education and self-reflection to increase awareness and understanding of issues related to gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status, pregnancy or any other forms of diversity, and take action to address them.

Language and communication

Never use or tolerate language or gestures which are homophobic, biphobic, transphobic, queerphobic, interphobic, or discriminatory to any other sexual orientation or gender identity.

Please respect participants' cultural and personal identity by not shortening their names without their explicit permission.

Please use gender neutral language when addressing people. Avoid categorising people into males/boys/men and females/girls/women.

Everyone should avoid the use of language that is offensive, discriminatory, or derogatory towards any individual or group. This includes slurs, hate speech, and derogatory jokes.



There will be participants who are neurodivergent (ND). When communicating with others, please be patient and understanding. Keep in mind that other people's experiences, perceptions, and ways of processing information may be different from your own. ND people may find it harder to interpret non-verbal communication such as body gestures or tone of voice; clearly verbalise the information you want to convey, avoiding figurative language. Allow enough time to process information and repeat where needed. Bear in mind that engagement might look different for ND people, eg - stimming and fidgeting may represent focus rather than distraction. Be mindful that eye contact and remaining still can be challenging for some ND people. Please be open to feedback and willing to adapt your communication style accordingly.

There will be some participants whose first language is not English, or who have auditory processing difficulties. Try to speak clearly, loudly, and slowly so that your message is accessible to all participants. Be prepared to repeat yourself if someone asks you to and be patient. Please note that some people may be translating for each other and them talking while you are talking may not indicate them not listening to you.

Consent and safety

ClimbOut is conducted with a strong emphasis on obtaining affirmative consent from all participants. This includes obtaining consent for physical contact, taking photographs, sharing personal information, or any other activity that may involve another person.

Attendees who do not wish to appear in photographs will be wearing a bright orange badge, but we recommend you always ask for consent.

Maintain confidentiality if a participant tells you something private, unless you are concerned for their safety, if concerned please contact a member of the organising crew.

Respect and kindness

All participants should treat each other with respect and consideration. This includes respecting others' personal space, privacy, and belongings, as well as refraining from any behaviour that may be considered offensive, harassing, or discriminatory.

Respect people's identities, names, and pronouns at all times. To promote inclusivity and respect for everyone's gender identity, it is highly recommended that everyone wears pronoun badges, as they can serve as a helpful visual cue to avoid misgendering. ClimbOut will provide the pronoun badges, "Questioning" badges will also be available.

If you are unsure or cannot see someone's pronoun badge, please ask instead of assuming. If you make a mistake - the best thing is to acknowledge, apologise and move on.

Treat LGBTQI+ participants, staff, and volunteers with the same level of respect as non LGBTQI+ participants, staff, and volunteers.

Please address everyone in a kind and patient manner. Some of our participants may have mental health difficulties, or may be facing harm in their lives and we want to make sure this event is as comfortable as possible for everyone.

Some of our participants are neurodivergent, be aware of sensory sensitivities that they may have and respect quiet and comfortable spaces. Try to accommodate other's needs to make them feel included and respected.

Allies

Allies are very welcome at ClimbOut, however please remember that the festival is designed with queer participants in mind and ensuring that queer joy is at the centre of the festival is key.



We understand that you might be interested in having conversations to learn more about the queer experience, please only engage in these if it is clear everyone involved consents / feels comfortable with this.

ClimbOut is a queer safe space and attendees may not want to educate or feel like they have to justify their experience.

Illegal substances

For the safety and comfort of everyone involved, we ask that no one brings any illegal substances to the festival and that we ask people to be mindful and moderate with any alcohol use.

Reporting

The festival has a clear process for reporting any incidents of harassment, discrimination, or other misconduct. Participants should feel safe and empowered to report any such incidents, and instructors should take swift and appropriate action to address the situation.

If you face or witness any discrimination, violence, bullying, or other harmful actions: please let a member of the organising crew know. Write down what happened in as much detail as possible, giving this information to them.

If you have any concerns or if you need to flag inappropriate behaviour or comments, please contact a member of the organising crew.

Feedback

The ClimbOut team actively seeks feedback from the participants on the event's inclusivity, safety, and overall experience. This feedback can help improve future events and ensure that the festival remains inclusive and welcoming to all members of the LGBTQ+ community.



Resources

Below are links to LGBTQI+ and disability inclusive **resources**. We highly recommend that you read through these, as this is the language and attitudes we will be upholding during the event

Terminology

<https://leapsports.org/files/2352-Terminology%20Guide.pdf>

Guide to pronouns

When we talk about pronouns, we are referring to gender pronouns, such as she/her, he/him, and they/them. Our participants will use these and other pronouns, and they may use multiple pronouns. It is important to try to get someone's pronouns right in order to provide a transgender inclusive setting. People's pronouns might not match the pronouns you expect them to use based on their appearance or behaviour, so it is best to ask what their pronouns are, or see it from a pronoun sticker or badge. If you are not used to using they/them pronouns, this might be something you could practise before the event. Here are some guides:

<https://pronouns.org/they-them>

<https://www.diversitycenterneo.org/about-us/pronouns/#:~:text=How%20do%20I%20use%20Pronouns,you%E2%80%9D>

Inclusivity of transgender and non-binary individuals in sport and the outdoors

<https://www.thetrevorproject.org/wp-content/uploads/2021/07/Guide-to-Being-an-Ally-to-Transgender-and-Nonbinary-Youth.pdf>

<https://leapsports.org/files/4225-Non-Binary%20Inclusion%20in%20sport%20Booklet.pdf>

Inclusivity of neurodivergent and disabled people in sports and the outdoors

<https://www.bbc.co.uk/bitesize/guides/zy62hv4/revision/4>

<https://www.activityalliance.org.uk/how-we-help/resources>

Inclusivity of BPOC in sports and the outdoors

<https://unitedweclimb.com/2022/01/15/the-weight-of-words/>

<https://www.melaninbasecamp.com/trip-reports/2021/11/27/the-only-one-outdoor-adventure-sports>

<https://www.stonewall.org.uk/about-us/news/how-allies-can-challenge-racism-and-lgbtq-phobia-sport>

