



# OM Music Sanctuary

## Code of Conduct

### 1) Our Values

At OM Music Sanctuary, we aim to create a welcoming, accepting and safe environment for everyone who attends, regardless of mental or physical health status, race, ethnicity, nationality, social or economic class, educational level, sex, sexual orientation, gender identity and expression, age, family status, political or religious beliefs.

To ensure that everyone in our community can feel welcome and valued, our Code of Conduct establishes clear expectations for all volunteers, members and attendees. We appreciate that people may be facing many challenges, and that we all cannot always behave as considerately as we would wish, so this code is not intended to serve as an exhaustive list of encouraged and prohibited behaviours but rather a set of principles for maintaining a healthy, supportive and inclusive community.

### 2) Code of Conduct

Our principles of behaviour that we seek to embody and encourage include:

- Being **welcoming** and **friendly**
  - Using welcoming and inclusive language
  - Refraining from behaviour that will make others feel uncomfortable, anxious, upset, ignored or inferior
- Being **respectful** of differing opinions, perspectives, and experiences
- Showing **empathy** and **kindness** towards other community members
- Appreciating that this is a shared space and being **willing to share** the resources fairly with other members, without making excessive or inappropriate demands on volunteers or other attendees

Behaviours that contravene these principles or that put the physical or psychological safety of any volunteers, members or attendees at risk will be deemed unacceptable. These include:

- Attending under the influence of recreational drugs and/or alcohol
- Use of recreational drugs or alcohol on the premises
- Use of inappropriately sexualized language or imagery
- Unwelcome sexual attention or advances
- Discriminatory, insulting or derogatory comments
- Carrying out, or threatening, personal or political attacks (verbal or physical)
- Public or private harassment
- Accessing, using or sharing another's private information, such as contact details, mental health challenges or life experiences, without their explicit permission

### **3) Our Responsibilities**

The volunteer teachers and studio engineers at OM Music Sanctuary have the right and responsibility to note any behaviours or incidents that contravene this Code of Conduct and to act upon them as outlined below.

### **4) Consequences of Unacceptable Behaviour**

Volunteer teachers/studio engineers must inform an individual if their behaviour is deemed unacceptable. If the behaviour is repeated, an apology is not given or the unacceptable nature of the behaviour is not acknowledged and understood, these volunteers have the right to ask individuals behaving in such ways not to attend for a given period, or if necessary to ban them temporarily or permanently from attending OM Music Sanctuary. In the event of any disputes, individuals have the right, should they wish, to be heard by the Management Committee, accompanied by a friend. The final decision regarding the future of an individual at the organisation is under the responsibility of Ralph Turner (Founder and Director).

### **5) Scope**

This Code of Conduct applies within all OM Music Sanctuary physical and electronic community spaces (including the main studio, the Electric Café and Coorie-in Midweek Café venues, our website and our Facebook page), and it also applies when an individual is representing OM Music Sanctuary in public spaces or at events.

### **6) Reporting Guidelines**

Instances of abusive, harassing, or otherwise unacceptable behaviour may be reported by talking to a volunteer teacher/studio engineer or contacting us by email ([admin@ommusicsanctuary.com](mailto:admin@ommusicsanctuary.com)), where possible including any evidence or details of a consenting witness.

All complaints will be reviewed and investigated, resulting in a response deemed appropriate to the circumstances. The OM Music Sanctuary volunteer teachers/studio engineers and Management Committee members are obligated to maintain confidentiality with regard to any person who has reported an incident.

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**Agreed by the OM Music Sanctuary Management Committee**

**Date: 18 November 2022**