

SLACCtt Equality, Diversity and Inclusion Code of Conduct

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SLACC is dedicated to creating an inclusive environment for everyone, regardless of race, ethnicity, religion, colour, national origin, age, disability (physical or mental), sexual orientation, gender identity, parental status, marital status, and political affiliation as well as gender expression, mental illness, socioeconomic status or background, neuro(a)typicality, or physical appearance.

The contents of this code of conduct are concepts we expect our membership to work to apply to their daily lives. Specifically, the code of conduct applies to interactions in various areas of our activity, including all operations and events hosted by SLACC and Waste Into Wellbeing, project work, shared online spaces and social media.

This code of conduct is included in the induction of all volunteers.

Expected behaviours

Everyone involved with SLACC is expected to be considerate of their peers, and contribute to a collaborative, positive, and healthy environment in which we can all succeed and thrive and feel safe. Specifically:

- **Be supportive.** Offer to help if you see someone struggling or otherwise in need of assistance (taking care not to be patronising or disrespectful). If someone approaches you looking for help, be generous with your time. Listen without judgement and be encouraging. If you're unavailable, let them know when you will be able to help or direct them to someone else who may be of assistance.
- **Be inclusive.** Go out of your way and across cultures to include people in group situations; we want to build an environment free of cliques. Avoid slang or idioms that might not translate across cultures or be deliberate in explaining them to share

our diverse cultures and languages. Speak plainly and avoid acronyms and jargon that not everyone may understand.

- **Be collaborative.** Actively engage in drawing on complementary skills for the greater good of the organisation. Share expertise and find ways to seek out and share best practice. Recognise others for this. Bridge the divides between colleagues by finding commonalities, acknowledging differences, listening, sharing credit, and resolving disagreements. Create the space in which no single perspective is more important than any other and allows for opinions to be fully expressed.
- **Be respectful.** Demonstrate regard for the feelings, wishes, or rights of others. Seek to understand and value the perspectives of one another. Do this even (and especially) when their perspectives are different from yours. Respectfully listen, debate, decide, and then move forward together.
- **Be kind.** Be polite and friendly in all forms of communication – especially remote communication, where opportunities for misunderstanding are greater. Avoid sarcasm.
- **Be assertive.** Stand up for this code of conduct in a way that is neither passive nor aggressive. Ask yourself if you are being honest and that you have considered the rights and needs of others. Communicate your thoughts directly and openly. Give and receive constructive feedback when the situation requires it.

Unacceptable behaviours

SLACC is committed to providing a welcoming and safe environment for all. Any form of discrimination or harassment will not be tolerated. Furthermore, any behaviour or language that is unwelcoming, whether or not it rises to the level of harassment, is also not acceptable. **The incident response pathway should be followed if unacceptable behaviour needs to be addressed.**



The Trustees of SLACC formally refresh their knowledge and skills on Diversity and Inclusion legislation and practices every 2 years and will act upon any unacceptable behaviours accordingly.