



## **Introduction**

At the Whitley Fund for Nature (WFN) we are committed to fostering an inclusive, respectful and empowering environment for all. We celebrate diversity in nature and among the people and partners with whom we work.

We expect everyone involved with WFN (staff, speakers, partners and attendees) to always promote and uphold the highest standards of professional and personal behaviour.

This Code of Conduct outlines what is expected from all attendees at WFN events and the process for addressing any concerns that arise.

## **Creating a Respectful and Inclusive Space at WFN Events**

All Whitley Fund for Nature event attendees are expected to:

- Act respectfully and thoughtfully towards others at all times
- Foster an environment that is welcoming, inclusive, and free from harassment
- Recognise and respect differences in culture, background, beliefs, and perspectives
- Support accessibility and be mindful of diverse needs, including people with disabilities and neurodivergent individuals
- Contribute positively to a collaborative, supportive event experience.

## **Unacceptable Behaviour**

- WFN does not tolerate any disrespectful behaviour that could bring the organisation into disrepute, including, but not limited to: The use of discriminatory or abusive language related to religious beliefs, race, ethnicity, physical appearance, disability, sexual orientation, age, gender identity or expression
- The use of offensive or sexualised materials, images or content (including on social media)
- Harassment, stalking or aggressive and harmful behaviour towards event attendees, speakers and WFN staff
- Taking photographs or videos of individuals without their consent, especially in private or sensitive settings
- Unwelcome sexual attention or physical contact that is inappropriate
- Misuse of alcohol or recreational drugs

## **Reporting process**

Attendees are encouraged to report any violation of the Code of Conduct as soon as possible. You can do so by:

- Speaking in confidence to the WFN Director or to another member of the WFN Team
- Emailing us at: [info@whitleyaward.org](mailto:info@whitleyaward.org) (this inbox is monitored)



## **Response and Consequences**

In the event of a breach of the Code of Conduct, attendees asked to stop any inappropriate behaviour are expected to comply immediately. WFN reserves the right to take action deemed appropriate including:

- Removing individuals from the event without a refund
- Banning individuals from future events
- Reporting incidents to relevant authorities if required by law

For any further questions, you can contact [info@whitleyaward.org](mailto:info@whitleyaward.org).

Let's work together to ensure WFN events are safe, respectful, and inspiring spaces for all.