



To ensure the safety and inclusivity of everyone at this event, all speakers, participants and staff are required to uphold this code of conduct.

To do this we ask that you:

1. Behave respectfully and safely towards West Torrens Library employees, facilitators, volunteers and other participants. Discrimination, harassment, bullying, threats, abusive language, violence, intimidation, deliberate disruption, property damage and behaviour that places another person's health, safety or wellbeing at risk will not be accepted.
2. Follow reasonable directions given by West Torrens Library employees, facilitators or authorised venue personnel. This includes directions about safety, supervision, venue requirements and program activities.
3. Report unsafe or inappropriate behaviour immediately to a West Torrens Library employee, facilitator or authorised venue representative.
4. Comply with the supervision requirements stated for the activity. Unless West Torrens Library expressly accepts responsibility for supervision, parents and guardians remain responsible for children in their care before, during and after the activity.
5. Encourage children and young people to raise concerns. Children and young people should tell a West Torrens Library employee, facilitator or trusted adult if they feel unsafe or uncomfortable or are concerned about another person's behaviour.
6. Respect other people's privacy. Participants must not photograph, film or record another person, or publish information about them, without appropriate permission. Photography and recording by West Torrens Library will be managed through the relevant notification or consent process.
7. Respect each person's identity, name and pronouns. If unsure about the correct pronunciation, pronouns or appropriate language, ask the person politely.
8. Respect diversity, including differences in language, culture, identity, ability, opinion, knowledge and experience.
9. Tell West Torrens Library about support requirements when registering or as soon as practicable. West Torrens Library will consider reasonable adjustments that support safe and equitable participation.



If the code is not followed

West Torrens Library may respond to behaviour that is unsafe, unlawful, seriously disruptive or inconsistent with this code. Depending on the circumstances, an employee or authorised representative may:

- remind the participant of the expected behaviour
- give the participant a verbal or written warning
- require the participant to stop the behaviour
- change the participant's participation arrangements
- require the participant to leave the program, event or venue
- cancel the participant's registration
- restrict the participant's future participation
- contact emergency services, South Australia Police or another relevant authority.

West Torrens Library may take immediate action without first giving a warning where this is reasonably necessary to protect a person's health, safety or wellbeing, prevent serious disruption, protect property or respond to suspected unlawful conduct.

By registering for or attending a West Torrens Library program or event, participants and accompanying persons agree to comply with this code, any program-specific conditions and reasonable directions given by authorised personnel.