

CODE OF CONDUCT

The CODE OF CONDUCT, which outlines our expectations of behaviour, applies to all members and guests including models, photographic assistants, make up artists or any other visitors to the club or participants in any outside events organised by or on behalf of the club.

The Camera Club is committed to providing a welcoming and safe environment for all members, guests and visitors where everyone has the right to enjoy themselves in a welcoming space free from discrimination, bullying, harassment or judgement.

In order to achieve this all members, guests or visitors agree to contribute to creating this welcoming environment; must treat each other respectfully; act responsibly and ultimately be held accountable for their actions should they fall short of the club's reasonable expectations.

Any member, guest or visitor witnessing any **unwelcome behaviour** or asked to assist someone who is being subjected to **unwelcome behaviours** should report the situation to the event organiser or steward on duty discreetly and without delay.

As it is unlikely that guests and visitors will be familiar with the club's code of conduct, Members are asked to ensure that their guests behave appropriately or they themselves may be held responsible for their guests' behaviour.

Unwelcome Behaviour

Something that might be seen as acceptable in one environment, may be totally unwelcome and unacceptable in another. You should be aware of this and consider whether your behaviour, words, images or physical contact are OK with someone. **The key is consent**

Examples of unwelcome behaviours include, but are not limited to:

- **Offensive comments** related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, age, race, nationality, class or religion
- **Sexual harassment or assault**, including inappropriate physical contact; unwelcome sexual attention; engaging in any act which involves another person without their explicit consent; gratuitous or off-topic sexual images or behaviour in spaces where they're not appropriate; or wilfully coercing others to engage in any type of activity,

either explicitly or through techniques such as bargaining, withholding, or other forms of peer pressure.

- **Actions or behaviours that put others at risk**, including exposing minors to adult behaviour or activities.
- **Inappropriate social contact**, such as requesting/assuming inappropriate levels of intimacy with others; deliberate intimidation,; or continued one-on-one communication after requests to cease.
- **Inappropriate use of communication**, such as social media for purposes of harassment, shaming or intimidation; tagging or sharing photographs or recordings without the subjects express consent; deliberate “outing” of any aspect of a person’s identity without their consent (except as necessary to protect vulnerable people from intentional abuse); or other violations of privacy..
- **Judgemental comments regarding a person’s lifestyle** choices and practices, including those related to food, health, parenting, politics, drugs and employment.
- **Threats or acts of violence**, or incitement of violence towards any individual, including encouraging a person to engage in self-harm.
- **Advocating for, or encouraging, any of the above behaviour.**

Mature Content

The Camera Club and our on-site exhibition space, Gallery 1885, are dedicated to the promotion of photography as an art form. In some cases, this may include nudity, images of war, extreme poverty, alcohol/drugs or other imagery that may be considered only suitable for adults; it is for this reason that The Camera Club is only open to persons 18 years or older (unless accompanied by a parent or guardian). The Camera Club will not display or allow our facilities to be used for the creation of e.g nudity of minors, gratuitous sexual images or gratuitous images of abuse or violence against any living creature. Should you see or be asked to participate in the creation of any such imagery you should notify the steward on duty or a member of The Camera Club Committee as soon as possible.

Corrective Actions

As Camera Club and its events are managed by volunteers, we depend on all members and guests to help in maintaining the Code of Conduct. If you are being harassed, bullied, or discriminated against; if you notice that someone

else is, or you have any other concerns, please contact a steward or member of The Camera Club Committee as soon as possible.

If stewards or Committee members are concerned about the conduct of an individual, or receive a complaint, they may take action appropriate to the situation. This can include a private warning to the person concerned, or asking them to leave the event, premises or online community. In certain cases, the Committee may choose to revoke their membership.

Any concerns with the implementation of this policy should be raised with the Club President by emailing president@thecameraclub.co.uk