



# Culpeper Community Garden

## Code of Conduct

### 1. Be inclusive.

We welcome and support people of all backgrounds and identities. This includes, but is not limited to members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, colour, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability.

### 2. Be considerate.

The Garden is a place where members, volunteers and the community can come together to enjoy peace & tranquillity. We all have a responsibility to make sure everyone feels included. Don't make assumptions about identity; call people by the words they want to be called.

### 3. Be respectful.

We won't all agree all the time, but disagreement is no excuse for disrespectful behaviour. We will all experience frustration from time to time, but we cannot allow that frustration become personal attacks. An environment where people feel uncomfortable or threatened is not a productive or creative one.

### 4. Choose your words carefully.

Be kind to others. Do not insult or put down others. Harassment and exclusionary behaviour aren't acceptable. This includes, but is not limited to:

- Unwelcome sexual attention.
- Personal insults, especially those using racist or sexist terms.
- Discriminatory jokes and language.
- Threats of violence.
- Sharing sexually explicit or violent material via electronic devices or other means.
- Advocating for, or encouraging, any of the above behaviour.

### 5. Don't harass.

In general, if someone asks you to stop doing or saying something, then stop; even if you did not intend to upset someone. When we disagree, try to understand why. Differences of opinion and disagreements are mostly unavoidable. What is important is that we resolve disagreements and differing views constructively.

### 6. Make differences into strengths.

We can find strength in diversity. Different people have different perspectives on issues, and that can be valuable for solving problems or generating new ideas. Being unable to understand why someone holds a viewpoint doesn't mean that they're wrong. Don't forget that we all make mistakes, and blaming each other doesn't get us anywhere. Instead, we should focus on resolving issues and learning from mistakes.

Please inform our Garden Workers Mandy or Anna in person or by email ([gardenworker@culpeper.org.uk](mailto:gardenworker@culpeper.org.uk)) if you need help and support.