

# The Seabird Group Guillemates Code of Conduct

We want everyone to enjoy being a part of the Guillemates and to feel welcome, safe, comfortable, and supported. That means we expect all members of the initiative to adhere to the following code of conduct and to abide by it at all times.

- Commit to meet with your buddy at least 3 times a year.
- Please treat your buddy with dignity and respect.
- Please ensure that any information your buddy shares with you is not shared without their consent.
- Please behave in a professional manner.
- Please ensure that all contributions and questions are delivered with a constructive, positive approach.
- The following behaviours will not be tolerated:
  - Harassment
  - Racist, homophobic, ableist, sexist, or other discriminatory behaviour including jokes
  - Negative or exclusionary comments about any identity.

## Consequences

Anyone who breaches the code of conduct may be removed from the initiative, may be barred from future Seabird Group events, and may be removed from our membership for a minimum period of one year.

## Reporting

We encourage you to report any breaches of our code of conduct to:

- the ECR rep [ecr@seabirdgroup.org.uk](mailto:ecr@seabirdgroup.org.uk)
- a member of The Seabird Group committee <http://www.seabirdgroup.org.uk/about-us/contacts>

Thank you.