

**HARC CONDUCT POLICY**

The HARC project is committed to providing a safe, secure and caring space for all the guests and our volunteers.

We believe in fairness and equality for all people regardless of race, sex, disability, sexual preferences, nationality or age.

HARC will not allow the following behaviours to take place during the project-

* Racist behaviour or comments
* Sexist behaviour or comments.
* Anti-gay or anti-lesbian comments or any other comments relating to sexuality.
* Intimidating, harassing or aggressive behaviour to fellow guests or volunteers
* Bringing onto site- weapons, alcohol, drugs or offensive paraphernalia.
* Drug use, drug dealing, dangerous practices with needle safety

By entering the project, you are stating that you agree with the Policy, and will abide by the statements above.

Any infringement will result in a conversation with the offender and a reminder of the behaviour expected as outlined in this policy.

3 ‘minor infringements’ will result in a one-day exclusion.

Guests receiving more than one daily exclusion will be given a total exclusion for the remainder of the HARC project.

**Drug dealing and violence will result in a total exclusion for the duration of the HARC project.**

To ensure consistency all disciplinary matters will require writing up in the log book.

Should the need arise, a list of excluded clients will need to be made.

Shift Leaders will need to remain vigilant that excluded clients do not try to access HARC.

THE HARC COMMITTEE

REVIEWED by JR 1/09/21