



# Pride in Moray: Code of Conduct

Our code of conduct is designed to ensure that events held by Pride in Moray are a space and inclusive space for everyone. Everyone who attends Pride in Moray events including our annual parade, village and after party, must abide by the Code of Conduct.

There is a standard of behaviour that is expected from all participants, stallholders and volunteers. You are collectively responsible for behaviour within your group. Failure to comply with the code could result in you being asked to leave the event, and may affect future entry into events.

Abuse or threatening behaviour of any kind will not be tolerated at any Pride in Moray event. If you have any concerns or feel unsafe at any point during the day, please reach out to one of the personnel listed below. If there is an emergency or you feel your life is in danger call 999 immediately:

- on-site security personnel
- Police Scotland
- stewards / committee members
- first aiders
- designated safe space gazebo

## The Code of Conduct

1. Pride in Moray is a celebration of diversity and equality, and all participants are expected to embrace and respect this.
2. Pride in Moray will not tolerate any threatening, violent or offensive behaviour towards anyone. This includes volunteers, staff, parade participants, stallholders, security personnel or members of the public.
3. Pride celebrates diversity and will not tolerate any individual or group engaged in offensive behaviour, or any signage targeting another individuals sexuality, gender, gender identity, race, age, nationality, disability, appearance, religion or any other protected characteristic.
4. Any individual found to be harassing or infringing on the bodily integrity of other participants will be asked to exit the event immediately and will be reported to the police.



5. Any individual found to be consuming illegal substances on the parade route or wider event will be removed and referred to the police.
6. Any individual found to be in possession of offensive weapons on the parade route or wider event will be removed and referred to the police.
7. Any participant or stall representative that is deemed aggressive, incapacitated, threatening, a threat to their own health, or unable to fulfil the role they intended to do due to intoxication, will not be permitted to take part in the event.
8. Pride in Moray politely requests that everyone act responsibly and according to the law with regards to alcohol consumption across the event.
9. Nudity, obscenity, indecent exposure or sexual acts in public by participants or stall holders is not allowed. As a guidance, 'swimsuit coverage' is the minimum requirement.
10. Pride in Moray politely requests participants to consider sustainability guidance below:
  - a. use biodegradable glitter
  - b. no smoke, paint or glitter bombs
  - c. no stickers or single use handouts
  - d. no releasing of balloons
11. If you see or are notified of any incident that would break this code of conduct, please notify a committee member or the Police immediately.

### **Failure to abide by the Code of Conduct:**

Pride in Moray reserves the right to remove any group or person or stall from the event if in the opinion of the organisers their behaviour is deemed offensive, puts spectators or other participants at risk of physical harm, violates the code of conduct, or is a hindrance to the progress of the parade. Any fees paid will be forfeited.

### **Online and Social Media Conduct:**

This Code of Conduct also extends to interactions, comments and messages on all Pride in Moray social media channels and online platforms. To prevent the spread of hate speech, we reserve the right to hide/delete comments and messages. We may also block/ban users from interacting with our social media channels.