

Rainbow Coffee Mornings Community Code of Conduct

Our Commitment

The Hull & East Yorkshire Rainbow Collective C.I.C./Rainbow Coffee Mornings is committed to providing a welcoming, inclusive, and supportive environment where everyone can feel safe, respected, and valued. We welcome LGBTQIA+ people, allies, friends, family members, and anyone who shares our commitment to creating a positive community.

By attending our events, you agree to follow this Code of Conduct.

Be Respectful

- Treat everyone with kindness, courtesy, and respect.
- Respect people's names, pronouns, identities, and lived experiences.
- Differences of opinion are welcome, but personal attacks, intimidation, or abusive behaviour are not.

Be Inclusive

We celebrate diversity in all its forms.

We do not tolerate discrimination, harassment, bullying, or hateful behaviour based on any protected characteristic, including age, disability, gender identity, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Respect Personal Boundaries

- Always ask before initiating physical contact, including hugs.
- Respect people's personal space.
- Accept "no" gracefully without pressure or persuasion.
- Do not make unwanted romantic or sexual advances.

Protect Privacy

Many people attend our events for community and support.

- Do not share someone else's personal information without their permission.

- Ask for consent before taking or sharing photographs of others.
- Respect confidentiality when people share personal experiences.

Help Create a Safe Environment

- Be mindful that some conversations may involve sensitive topics.
- Avoid behaviour that could make others feel intimidated or unsafe.
- If someone asks you to stop a behaviour that is making them uncomfortable, please do so.

Alcohol and Substances

Where alcohol is available, please drink responsibly.

Anyone whose behaviour becomes disruptive, aggressive, or unsafe due to alcohol or drugs may be asked to leave the event.

Children and Young People

Where events are open to children or young people, parents, guardians, or carers remain responsible for their supervision and wellbeing unless otherwise stated.

Concerns and Safeguarding

If you experience or witness behaviour that makes you feel unsafe or uncomfortable, please speak to one of our organisers as soon as possible.

All concerns will be taken seriously and handled appropriately, with respect for confidentiality where possible.

Failure to Follow the Code

To help keep our community safe, organisers may:

- Have a conversation about the behaviour.
- Issue a warning.
- Ask someone to leave an event.
- Restrict attendance at future events.
- Remove individuals from Rainbow Coffee Mornings community spaces, including online groups, where necessary.

These decisions will always aim to protect the safety and wellbeing of our community.

Our Community Values

Together we strive to build a community that is:

- Welcoming
- Inclusive
- Respectful
- Supportive
- Compassionate
- Fun

Thank you for helping make Rainbow Coffee Mornings a place where everyone belongs.

Rainbow Coffee Mornings reserves the right to refuse entry or remove anyone whose behaviour is considered threatening, abusive, discriminatory, or otherwise inconsistent with this Code of Conduct. Our organisers' decisions are made to protect the safety and wellbeing of the community.