

CODE OF CONDUCT

This Code of Conduct is for all people taking part in Campaign for National Parks (CNP) events (including but not limited to workshops, conferences, courses and training).

At CNP, we believe that everyone who comes into contact with us should be treated with dignity and respect – this includes staff, members, trustees, volunteers, corporate partners, suppliers, event attendees, speakers and exhibitors. We want people to feel that they are in a safe, inclusive and supportive environment. This applies to everyone. We do not tolerate any discrimination, including around age, disability, gender identity, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, sex, sexual orientation or class. In this regard, we will be swift to act in response to any allegations of discriminatory behaviour.

By participating in our events, we pledge the following and ask you also commit to observe the below behaviours:

CNP will:	CNP event attendees will:
Stand against and have a clear approach to prevent abuse of trust and power including bullying, intimidation, harassment, discrimination or victimisation in all its activities	Communicate and respect personal boundaries, bearing in mind that they are different for everyone
Encourage a culture that supports the reporting and resolution of allegations, suspicions or concerns about inappropriate behaviour or abuse of any kind	Ensure that the expression of any personal beliefs is tactful and professional and does not compromise the right of others to feel safe and respected
Ensure that anyone working or volunteering for CNP understands the expectations placed upon them, and provides the relevant training to support them in meeting their responsibilities	Keep any physical contact safe and socially appropriate.
Ensure that anyone who works or volunteers for CNP, or accesses its services, has access to proper support and advice if they <ul style="list-style-type: none"> - experience or witness unacceptable behaviour - raise a concern or make an allegation about the actions of others - don't feel safe 	Speak up if you feel able to, if something makes you uncomfortable, or if you notice another participant may be uncomfortable. We recommend you do this by reporting what you have seen/heard to the event organisers.
Aim to ensure all our events have a diverse line up of speakers when applicable.	Listen with an open mind if somebody else speaks up.
Aim to provide support for young people to attend by providing travel grants as applicable.	Behave with integrity.

HOW TO REPORT AN ISSUE

If you are concerned about someone's behaviour or been made to feel unsafe or unwelcome whilst at a CNP event, please initially speak to the member of staff who is leading the event. You can also speak to:

Anna Bedford	Head of Programmes & Operations, CNP Designated Safeguarding Lead	annab@cnp.org.uk
Dr Rose O'Neill	CEO	rose@cnp.org.uk

You may alternatively wish to follow our [complaints procedure](#).