



# TEN DAYS ON THE ISLAND VOLUNTEERING CODE OF CONDUCT

Ten Days on the Island is committed to a diverse and inclusive workplace. We encourage applications from diverse backgrounds including First Nations Peoples, people from culturally and linguistically diverse backgrounds, people who identify as LGBTIQ+ and people with disability.

We acknowledge that a volunteering environment that is rich in opportunities for growth and learning, whilst being enjoyable, supportive and respectful, is key to ensuring the freedom for team members to deliver their best outcomes while volunteering.

Ten Days has outlined the below measures to make our workplace one that feels safe, supportive, inclusive and respectful for all team members.

## **Ethical Standards**

1. Ten Days does not tolerate any form of bullying, harassment, victimisation, discrimination or unsafe behaviour within the workplace, adjacent workplaces or our event venues.
2. All Ten Days team members, stakeholders and patrons are treated by the organisation with fairness, courtesy, respect and without discrimination.
3. We act with honesty, integrity, and within legislated laws and guidelines whilst also adhering to a suite of regularly reviewed organisation policies.

## **Equal & Equitable Opportunities**

1. Ten Days has a formal Equal Opportunity Policy in place to ensure no applicant or team member is discriminated against either directly or indirectly on the grounds of gender, marital status, family status, sexual orientation, religious belief, age, disability or race.
2. Ten Days also recognises the importance of equitable opportunities and works to create equitable hiring opportunities and arts and cultural experiences.

## **Access & Inclusion**

1. Ten Days is committed to creating accessible and inclusive opportunities and experiences for all team members, stakeholders and patrons. We work under an Access & Inclusion Plan that drives our operations and experience-building practices.
2. We require all team members to support the Access and Inclusion Plan. Organisational training, educational resources and a dedicated Festival Access Manager are made available for all team members to achieve this goal.

### **Team Support**

1. We encourage team members to come forward with any grievances and endeavour to deal with the matter raised in a supportive way, without victimisation or intimidation of any person connected with the grievance.

### **Workplace Preparedness & Training**

1. At the commencement of shifts, all team members will receive relevant training according to their position description. All team members will also receive Access and Inclusion Training.

### **Lasting Impact**

1. Recognising that our festival carbon footprint directly affects the lives of our team, adjacent organisations and the general public, Ten Days maintains a policy of "minimum waste" in all our practices. We treat our resources with care and mindfulness in pursuit of this goal.

In acknowledging the responsibility of us all in creating a positive and supportive workplace, we expect all team members to act in accordance with the above workplace standards.