

# Different Journeys Code of Conduct

All Different Journeys activities should be a safe and supportive environment where everyone is empowered to connect with others. Everyone is responsible for helping create this environment. All **attendees, family members, staff, volunteers, partners, suppliers and Board members** should:

## DO ✓

- Treat everyone as an individual with their own needs and feelings that might be different to theirs or others
- Always try to protect safety, privacy, and wellbeing of everyone
- Tell us if you need help or you are not happy with anything at Different Journeys
- Work together to solve problems
- Follow our policies, procedures, and instructions
- Tell us if you see or hear about a safety or wellbeing concern at Different Journeys

## DO NOT ✗

- Bring weapons or illegal drugs to any Different Journeys activity
- Use words or do actions that are unsafe, intended to harm others, or you have been asked not to do
- Be unfair or discriminatory (especially towards people who have a different race, religion, gender, sexuality, family, age or disability to you)

If you do not follow this Code of Conduct, we might:

- Work together with you to find a solution
- Ask you to leave a Different Journeys activity, or stop you from attending future activities
- Report you to the Police or another authority

If you are a Board member, staff member or volunteer and you do not follow this Code, we might take disciplinary and/or performance management action, including ending your time with us.

If you have a concern that someone is not following this Code of Conduct:

- At an event, tell the Event Coordinator right away, or
- Anytime, you can call or text our main number on 0490 774 068 or write to [welcome@differentjourneysautism.com](mailto:welcome@differentjourneysautism.com).

If your concern is about safety, please tell us right away, or tell someone you trust to keep you safe.