

### ICU Venues & Events Code of Conduct

All customers/users/attendees of ICU Venues and Events must be aware of and comply with the below Code of Conduct. Customers must not engage in:

- i. Violence and/or threat - all acts of physical intimidation, aggression or force, including threats of violence.
- ii. Sexual misconduct – any unwanted behaviour of a sexual nature. Can include, but is not limited to, sexual comments or jokes, catcalls/wolf whistling, sexual gestures, unwelcome sexual advances, any non-consensual touching/groping, exposing genitalia, sharing of inappropriate images/sexual content.
- iii. Discriminatory and/or exclusionary behaviour – any unjust or prejudicial treatment of an individual or group of individuals based on a protected characteristic as defined by the Equality Act 2010. Includes ageism, ableism, sexism, transphobia, racism, religious prejudice (e.g. Islamophobia, anti-Semitism), homophobia and discrimination based on marital status.
- iv. Bullying and/or abuse – any behaviour (physical, verbal or cyber) that intends to cause physical or psychological harm.
- v. Coercion – any behaviour that forces someone to do something they are not willing to do through threat, intimidation or manipulating a social power imbalance. This includes initiations or other compulsory (or effectively compulsory) degrading rituals that can negatively impact the physical or mental wellbeing of an individual.
- vi. Any activities that disrupt the activities of the College or ICU, or bring them into disrepute
- vii. Obstruction of, or interfere with, the legitimate functions of others
- viii. Damage, deface, misuse or access without permission, College/ICU premises, facilities or items of property
- ix. Refuse or fail to disclose their name or details to a staff member when a request is reasonably made
- x. Treat others unfairly, or disrespectfully
- xi. Act dishonestly
- xii. Engage in behaviour, or use language, which is violent, indecent, disorderly, threatening or offensive
- xiii. Commit any criminal offence
- xiv. Possess, use, or deal illegal drugs
- xv. Engage in any other act of behaviour which may be reasonably interpreted as misconduct
- xvi. Submit or partake in vexatious allegations