

## **Grange Lane Allotments**

### **Code of Conduct**

The purpose of this document is to ensure we have a community who feel safe, respected and listened to. We believe that all allotment holders have a right to work in an environment that is inclusive, where everyone feels valued and share a sense of belonging. All plot holders (members) and helpers are expected to observe the following values and behaviours.

#### **Follow the Rules**

Plot holders (members) and helpers are expected to work towards the good of the Society and the allotment site and not act in a way that is detrimental to its members' interests. They must respect and comply with the Rules and Regulations, the terms of the Dulwich Estate Tenancy Agreement and respect the guidance and role of the Committee on these matters.

#### **Respect**

We won't always agree but we will always be respectful to others. An environment where people feel uncomfortable, intimidated or threatened is not acceptable. This includes personal insults, abusive, discriminatory or inflammatory language, unwelcome sexual attention, verbal intimidation or threats of violence. Or encouraging any such behaviour.

#### **Inclusivity and Diversity of Views**

We welcome people of all backgrounds, identities and viewpoints. This includes members (or helpers) of any race, ethnicity, culture, sexual orientation, age, political or religious belief, mental and physical ability. We accept that others might have different views.

#### **Consideration for Others**

We all depend on each other to create a welcoming and supportive allotment site. Your actions, behaviour and dress may affect fellow members, and you should always take this into account.

#### **Applying The Code of Conduct**

This Code of Conduct applies to all plot holders. Plot holders are also responsible for the actions and behaviour of helpers, friends or family visiting the site. If you feel you have been subject to any behaviour that contravenes this Code, please contact your Line Manager or a committee member and any reported breach will be investigated. If the problem is a genuine complaint and cannot be resolved by negotiation, a panel of three committee members will organise a hearing for both sides.

The Committee has the authority to terminate or suspend the plot holder's tenancy and/or to terminate the status of a helper who has been deemed to have breached this Code. This follows the normal process of warning and eviction.

If a helper has not followed the Code, nor respected the role of the Committee, they may not be allowed to join (or may be removed from) the waiting list for a plot.

Appeals may be lodged with the Chair of CDAS as set out on our website.