

## **Code of Conduct for The Grange Lane Allotments**

The purpose of this Code is to ensure we have a community at Grange Lane which feels safe, respected and listened to. To this end, all plot holders ('members') and helpers are expected to observe the following behaviours and embrace the values.

### **Follow the Rules**

Plot holders and their helpers should work towards the good of the Society and the site and not act in a way that is detrimental to members' interests. They must comply with the site's Rules and Regulations and those of the Society, the terms of the Dulwich Estate Lease and respect the role of the Committee on these matters.

### **Be Respectful**

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, threats of violence, or encouraging any such behaviour.

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

People of all backgrounds and identities are welcome. This includes members (or helpers) of any race, ethnicity, culture, sexual orientation, age, political or religious belief, mental and physical ability. Different approaches to how members manage their allotments and contribute to the society are encouraged, as long as they are within the framework of the rules.

### **Consideration**

Be considerate of others. This will reduce the possibility of conflict and create a supportive allotment site. Individual actions and behaviours may affect fellow members, and this should always be taken into account.

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

This Code applies to all plot holders. Plot holders are also responsible for the actions and behaviour of their 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 by the committee (or a representative). If the problem cannot be resolved by discussion or negotiation, the committee will organise a hearing where both sides will be heard.

The Committee has the authority to terminate or suspend the plot holder's tenancy if they are deemed to have breached this Code. This follows the normal process of warning and eviction. The Committee also has the authority to terminate the status of a helper who has breached this Code and to prevent him or her from joining the waiting list.

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

8th December 2021