

Code of Conduct




At BTO we work hard to create and maintain a friendly, safe and inclusive environment for everyone involved in our work (staff, organisers, Board members, attendees), furthering this aim, we have drawn up a code to outline the standards of behaviour expected and how to raise a concern if you experience or witness a breach of these standards.

- We celebrate diversity in all its forms and expect that all our staff, volunteers, Board members and participants are respectful and considerate of each other, and embrace the multitude of backgrounds and experiences that people have.
- BTO is committed to providing a harassment-free experience for anyone engaging with us, regardless of age, gender, sexual orientation, race, language, political or other opinion, national or social origin, disability, physical appearance, religion or other status
- Harassment and sexist, racist, or exclusionary jokes are not appropriate and will not be tolerated.

Any person asked to stop any disrespectful or harassing behaviour (for example, on social media or at a BTO event) is expected to comply immediately. We may take appropriate steps to bring to an end our association with anyone violating these standards.

BTO is part of a fantastic community and we know it is a community that will get behind this code and support us in our aim to achieve greater Equality, Diversity and Inclusion in BTO, our sector and society. Thank you for helping to make BTO a welcoming and friendly place.

Please reach out to our staff to raise any concerns you have about your experience of engaging with BTO or to share suggestions about how we can improve our approach to Equality, Diversity and Inclusion.

			
Jamey Redway	Jenny Gill	Andy Clements	Sian Knott
Chair of BTO Diversity Working Group	Chair of Board	Chief Executive	Head of People and OD