



## Participant Code of Conduct

In registering and becoming a member of Young Identity and attending activities within its programme, you are joining a community designed to nurture and support young artists. Like any community, we have codes of conduct that we expect everyone to understand and agree to prior to participation.

We are dedicated to providing a safe space for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, neurodiversity, physical appearance, race, ethnicity, religion or beliefs and we expect you to respect the pronouns indicated by individuals.

We operate a zero-tolerance policy regarding harassment, discrimination and intimidation of participants or members of staff in any form. This includes but is not limited to, offensive verbal comments, racism, sexism, homophobia, transphobia, misgendering, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of workshops or other events, inappropriate physical contact, and unwelcome sexual attention. Individuals seen to be violating these rules will be removed from activities at the discretion of the Young Identity team.

Every Young Identity workshop and event seeks to be a welcoming environment for all attendees, regardless of background and identity. Participants are expected to actively contribute to this environment in the following ways:

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1. Arrive with an inclusive, welcoming and sensitive spirit that is respectful of others' identities.
  2. Contribute to conversations and activities when possible and encourage others to do the same. It is natural to want to fill silences in a discussion, but we love it when contributions are balanced with inviting others, especially softer-spoken peers, into the conversation.
  3. Creative writing and poetry often involve talking about challenging subjects, such as race, gender, sexuality, violence, and trauma. Come to these conversations with a sense of openness and empathy.
  4. Communicate with the Young Identity team if something is troubling you, making you feel uncomfortable or triggering for you. This will be dealt with privately and sensitively and measures will be put in place to ensure you can continue to participate safely. We also provide a list of services available to you should you wish to seek external advice.
  5. Be aware that Young Identity workshops are open to both children (those under 18) and adults (those over 18) and we expect all workshop content and participant behaviours to be appropriate accordingly. Young Identity will remove anyone felt to be compromising the safety and well-being of any participants.
  6. Young Identity workshops are considered a professional space and to that end, the consumption of alcohol and drugs is prohibited prior to and during the sessions.



7. We know that Young Identity members sometimes form close friendships. While we are happy for these friendships to occur, and encourage positive social interaction, we expect participants to behave appropriately during Young Identity activities. This means not behaving in ways that may make participants or staff members feel uncomfortable. We also ask you to consider how relationships can impact your involvement in projects emotionally and psychologically.
8. Many of our workshops and projects involve giving and receiving feedback and critique on works in progress. Remember that peers who share drafts are trusting you with their personal creative work, and they deserve the respect, privacy and attention we all want our work to receive.
9. Participants who share work at Young Identity should expect it will be treated with the utmost discretion. To that end, never discuss or share a fellow writer's work outside of the workshop without their permission.
10. Young Identity will communicate with you via official Young Identity social media pages, email and the dedicated project phone. We ask that you communicate only through Young Identity's professional channels and refrain from contacting staff members via their personal social channels.
11. We understand that communication with your peers will take place outside of the workshop setting. We ask that you are mindful of each other and carry the respect, trust and support that we expect at Young Identity into your personal relationships. If any communication troubles you, please make the Young Identity team aware.