

HSU Events Code of Conduct

At the Health Services Union (NSW/ACT/QLD), we believe in equality for all. As such, we are committed to creating safe event environments that are diverse, inclusive and free from discrimination, regardless of:

- Race, including colour, national or ethnic origin or immigrant status
- Sex, pregnancy or marital status and breastfeeding
- Age
- Disability, or
- Sexual orientation, gender identity and intersex status

All participants of HSU events must abide by the following:

1. Behave honestly and with integrity
2. Be considerate, respectful and collaborative
3. Treat everyone with respect and courtesy, and without harassment
4. Comply with all applicable laws

Unacceptable behaviour may include but is not limited to:

1. Harassment and discrimination includes any verbal, physical, or visual conduct relating to gender, sexual orientation, disability, race, ethnicity, religion, age, national origin, gender identity or expression, or physical appearance. Inappropriate use of nudity and/or sexual images in public spaces (including presentation slides); deliberate intimidation, stalking or following; harassing, photography or recording; sustained disruption of sessions, talks or other events; inappropriate physical contact, and any unwelcome sexual attention.
2. Any boisterous, lewd or offensive behaviour or language, using sexually explicit or offensive language or conduct, profanity, obscene gestures, or racial, religious or ethnic slurs.
3. Wearing clothing that is not suitable for a professional work environment, that is provocative, inappropriate or otherwise potentially offensive.
4. Possession of a weapon or any item that can be used as a weapon, which may be used to threaten or cause injury to others if used in a certain manner.
5. Any destruction or vandalizing of personal property or event site or materials.
6. Possessing any open can, bottle or other receptacle containing any alcoholic beverages, except in areas specifically designated for the consumption of alcohol or being intoxicated, as determined by the HSU, in any event venue or function. Please drink responsibly.
7. Possessing any illegal substance. HSU does not tolerate the use or abuse of illegal substances anywhere in the event venues.
8. Smoking is not permitted, other than in designated areas.
9. Assembling for the purpose of, or resulting in, disturbing the peace, or committing any unlawful act or engaging in any offensive behaviour.
10. Any other illegal activity not already covered above.
11. Many event venues are shared with members of the public; please be respectful to all patrons of these locations.
12. Failure to obey any of the rules or regulations of the event venues or instructions of the event staff.

Consequences of Unacceptable Behaviour

Unacceptable behaviour will not be tolerated. Anyone asked to stop unacceptable behaviour is expected to comply immediately. If a participant engages in unacceptable behaviour, the event organisers may take any action they deem appropriate, up to and including expulsion from the event without warning and if appropriate involvement of local law enforcement.

If you have a complaint or concern about harassment, discrimination, bullying or any other conduct that violates the HSU Events Code of Conduct, we encourage you to tell an event staff member or security personnel immediately. If you witness this happening to someone else, please report that, too. You may request that your report remain completely confidential.

Together, we can ensure HSU events are safe and welcoming experiences.