

NORTH YORKSHIRE COUNTY AGRICULTURAL SHOW HARASSMENT AND BULLYING POLICY

As a committee we believe that everyone has the right to work in an environment that is safe and inclusive. We also highlight the importance of equality making sure that everyone is respected and valued. This policy defines how people should act on behalf of the North Yorkshire County Agricultural show and how we expect all exhibitors, competitors, traders, members of the public and anyone involved in attending the show to behave. We have a ZERO tolerance to any antisocial behaviour. This reflects core values that all people involved with and attending the show deserves mutual respect. All committee members and people attending the show must observe and follow the following rules.

- 1. Work towards the good of the North Yorkshire County Agricultural Show. Respect and comply with the terms set out by the committee and land owners.**
- 2. Have due regard for the security and wellbeing of others, this includes showing respect for other people, including committee members, traders, competitors, members of the public and also to expect mutual respect back.**
- 3. Conduct activities and communication without discrimination on the grounds of gender, sexual orientation, diversity, marital status, nationality, race, ethnic origin, religion, age, or disability.**
- 4. Avoid abusive and inflammatory language, whether in person, by social media, e-mail or by any other forms of communication.**
- 5. Threatening behaviour, abusive language, harassment, intimidation and bullying should not be directed towards committee members, traders, competitors, or any other member of the public. Any incident of this should be reported to the committee via the secretary or the chairman in writing, the committee will then take appropriate action.**
- 6. Resist from making any malicious and unfair comments, either verbally or via social media as this will not be tolerated and could result in you being asked to leave the show field. In the event of a competitor breaching the policy this could result in a ban on entry to the show field which will result in you not being able to compete, and your details will be passed on to the show federation. In the**

event of a complaint against a member of the committee you will be referred to the directors of the show and appropriate action will be taken.

7. Never make physical threats or behave in a manner intended to intimidate or bully others.

8. Avoid conflict of interest when carrying out supporting roles of the committee. Any issues take them up with the appropriate section leader first, and where necessary the section leader can address the issue at the next committee meeting.

9. If a member of the committee should know of, or become aware of any breach of this policy by another member they are expected to notify the committee in writing or by e-mail.

10. Any breach brought to the attention of the committee in writing will be investigated and if found to have foundation, the committee has the right to act appropriately.

11. Please ensure polite and courteous behaviour at all times to committee members and members of the public.

12. This policy will be reviewed annually and updated as required