# *Code of Conduct*

The New Milton Community Garden is open to all and is designed to provide a safe environment for the community to enjoy the benefits of gardening and being among nature, which has been shown to improve both mental and physical health.

Whether you are a volunteer carrying out work in the garden or visiting to enjoy the space, your safety and wellbeing is a priority and you should be able to do this without fear of exposure to any unacceptable behaviour from others. The NMCG has a code of conduct which is in line with modern practice. All users of the garden must comply with the following:

- Treat other volunteers and garden users as you would wish to be treated yourself.
- Recognise that the volunteer group is inclusive and everyone should be treated equally. All opinions matter and should receive consideration.
- Be respectful of others, both volunteers and garden users, by listening to what they have to say and responding politely and with respect for other's feelings.

The following unacceptable behaviour will not be tolerated:

- Verbal or physical harassment of volunteers or other garden users including:
    - Aggressive or abusive behaviour, such as shouting, threatening gestures or personal insults
    - Spreading malicious rumours, gossip or insulting someone, either face-to-face or in written, telephone, text or e-mail communications or social media channels
    - Discriminatory behaviour, verbal or physical harassment
    - Offensive comments, jokes or gestures
    - Isolation, deliberate exclusion and/or non-co-operation
    - Persistent and unreasonable criticism or demands
- Unwanted physical contact which violates the recipient's dignity and/or creates an intimidating, hostile, degrading, humiliating or offensive environment.

None of the above behaviour will be tolerated by the NMCG and anyone displaying this type of behaviour will be reminded of the impact their actions may have, both on the recipient and others.

If the individual(s) persist in exhibiting this behaviour, they will be requested to leave the NMCG.

- Please report any incidents to the Community Garden Trustees via email communitygardentrustees@gmail.com
- NMCG Emergency Contact Number 07526 488589