

**Wellspring Healthy Living Centre (WHLC Ltd)**

# **CODE OF CONDUCT**



## Wellspring Healthy Living Centre Code of Conduct

This Code of Conduct gives staff (including contract staff), users of services, members of the public and volunteers clear information about the behaviour the Wellspring expects from people on its premises.

Everyone should respect staff and volunteers' privacy and be aware that company business should be conducted during company hours at Wellspring.

WHLC Ltd Board Members expect everyone on company premises or on company business on or off site, to treat others with respect, and will not tolerate any form of bullying, violence or harassment, either verbally or physically.

The Board Members welcome all communities and the diversity of local people, irrespective of race, ethnic background, religious observance, gender, disability, sexuality or age and we expect people on our premises to act in accordance with this Code of Conduct.

### **There is no room for:**

- **Racial or sexual harassment**
- **Harassment because of disability or age**
- **Violence or threats of violence either verbal or physical, including abusive behaviour**
- **Use, on our premises of illegal drugs or alcohol or being under their influence**
- **Theft or wilful damage to buildings or property, or personal belongings**

If necessary this Code of Conduct will be enforced through:

- (i) Disciplinary procedure for staff and volunteers
- (ii) The use of the procedure for restricting others using part or all of the premises.