

**Cultivating Community Expected Standards of Behavior -  
Program and Client participation**

**Cultivating Community reserves the right to ask any program or project participant or client to leave our program and/or premises with immediate effect to protect the health, safety and wellbeing of our team and other participants.**

**No perceived or actual abuse related to gender, religion, race or other aggressive verbal, physical or written behavior will be tolerated.**

You must always during your participation in our programs or activities:

- attend as many hours as reasonably necessary to achieve meaningful skills and progress.
- perform tasks with the degree of competence and efficiency appropriate to your training.
- comply with all lawful directions given by Cultivating Community or any person duly authorised by Cultivating Community
- comply with all policies and procedures of Cultivating Community in place with specific attention to zero tolerance for racism, sexism, aggressive or bullying behavior be it verbal, sign, print or physical.
- Comply with all organisational health and safety requests.

**You must not at any time:**

- act, or be seen to be acting, in conflict with Cultivating Community's best interests;

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Code of Conduct for  
Participants May 2024

- use internet, email or voicemail at Cultivating Community’s workplaces for excessive personal use or to view or distribute offensive or illegal material
- unlawfully discriminate against or sexually harass or bully another person or engage in other inappropriate behavior.
- use Cultivating Community equipment, resources or take produce, seeds or seedlings without agreed permission of your supervisor.

If you have any questions, do email [info@cultivatingcommunity.org.au](mailto:info@cultivatingcommunity.org.au) or contact your program supervisor.

Definitions of unacceptable client behavior will be based on Fair Work recommendations, National Employment Standards and Cultivating Community Policy and Procedures as outlined in our organisational documentation.