

OUT DOORS' GROUP RULES

- Harassment as defined in the Equal Opportunity Act and other Acts will not be tolerated in any form. This is in keeping with the fundamental belief that all individuals are entitled to respect and acceptance regardless of colour, race, gender, age or religious belief.
- It is the responsibility of all staff and participants to ensure a non-sexist, non-racist and non-violent environment within which all individuals can feel safe, and to display personal attitudes in keeping with this. **No physically or verbally violent and abusive behaviour** will be tolerated on any Out Door's activity.
- No participants or staff shall consume **alcohol or illicit drugs** on any Out Doors activity in accordance with *Out Doors Smoking and Alcohol Policy*. If it is deemed that a person's intoxication from illegal drugs and/or alcohol is impacting on theirs and/or other people's participation in a program, this person will be asked to leave the activity.
- It is the responsibility of all staff and participants participating in the service **not to cause harm to themselves or others**.
- If any **illegal activity** occurs appropriate action will be taken.
- It is the responsibility of each participant to **seek permission from the workers if wanting to leave the group** for individual time out. Failure for the participant to return at the specified time may lead to involvement from Emergency Services being contacted ie: police, SES.
- Out Doors Inc. runs group activities, and as such workers will make decisions that are suitable for the 'group'. Therefore the specific requests and requirements of each individual may not always be able to be met. Individuals participating in Out Door's activities **must take direction from the workers based on the 'group' needs**.
- If a participant breaches these "Out Doors Group Rules" as outlined above, they may be required to leave the activity. There will be an opportunity for the participant to meet with a program worker and/or Program Manager, CEO after the activity with a support person present to discuss the incident and future involvement in Out Door's activities.
- Participants are encouraged to follow Out Door's **complaints procedures** as set out in ODI's *Participant Handbook*, if they feel they have grounds for complaint. This includes complaints relating to any breach of "Out Doors Group Rules" as outlined above, by staff on Out Doors activities.