
LimbPower
Adult Participant Code of Conduct
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No: SGCC03
Version: 2
Date: 11th March 2025

LimbPower Code of Conduct for Adults Participants (including beneficiaries' Family/Carers)

For Event, Multisport, and Workshop & Exercise Class Participants

1. Purpose

LimbPower is committed to fostering a positive, safe, and inclusive environment that welcomes and respects all participants, inclusive of gender, sexual orientation, disability, race, ethnicity, beliefs, or any other characteristic.

This Code of Conduct outlines expected behaviours, unacceptable behaviours, and consequences for breaches to ensure a respectful and professional environment.

All attendees, including participants, **(beneficiaries' family members, friends, and carers)**, are expected to adhere to this Code of Conduct to promote a welcoming experience for all.

Principles for participation

- Fair play
- Equality
- Inclusiveness and tolerance
- Responsibility
- Friendship

2. Expected Behaviour

- Respect and celebrate differences and do not discriminate against anyone on the grounds of gender, race, sexual orientation, or ability.
- Treat everyone with respect, dignity, and fairness and appreciate that everyone has different levels of skill, talent, and fitness.
- Engage in inclusive and collaborative interactions.
- Support and encourage fellow participants. Tell them when they are doing well and be there for them when they need support.
- Respect our staff, coaches, and volunteers.

- Follow all event and venue rules and instructions from event staff.
- Be considerate and mindful of your surroundings.
- Follow our online safety and internet use policies.
- Report any concerns regarding safety or well-being to event organisers.

3. Unacceptable Behaviour includes, but is not limited to:

- Discrimination, harassment, bullying, or intimidation in any form.
- Unwanted physical, verbal, or non-verbal conduct that violates dignity.
- Displaying or distributing offensive material, including inappropriate use of nudity or sexual imagery.
- Making offensive jokes or remarks, including racial, religious, or gender-based slurs.
- Stalking, intimidation, or unwanted photography and recording*.
- Sustained disruption of activities.
- Possession or use of weapons or illegal substances.
- Inappropriate consumption of alcohol or other substances in non-designated areas.
- Engaging in violent, offensive, or lead behaviour.

4. Consequences of Breaching the Code of Conduct

1. First Offence: A verbal warning will be issued, and the participant will meet with the LimbPower Safeguarding Officer to discuss the breach.
2. Second Offence: A temporary suspension from the current activity in the case of adults or a temporary suspension from the current activity after consultation with the participant.
3. Third Offence: Removal from the activity or event, with the possibility of being sent home at the participant's expense. Severe cases may result in suspension or removal from future participation.
4. if someone has experienced significant harm and / or you believe a crime to have been committed this will be reported to authorities, including the police.

5. Virtual Events

Attendees of virtual events are required to:

- Follow the same behavioural expectations as in-person events.
- Avoid inappropriate language, personal attacks, or spamming the chat.
- Not impersonate others or misuse the Q&A function.
- Inappropriate messages will be removed and repeat offenders may be ejected from the event.

6. Reporting Concerns

If you experience or witness unacceptable behaviour, please report it to:

- A venue member of staff immediately.
- A LimbPower event organiser immediately.

If someone has experienced significant harm and / or you believe a crime to have been committed contact the emergency services.

All reports will be handled in accordance with LimbPower's safeguarding policies. Event staff will provide support and escalate concerns as necessary to venue security or relevant authorities.

7. Accountability

All participants, including staff, sponsors, volunteers, and guests, must abide by this Code of Conduct at all event-related activities, including social events.

8. Photography and Filming

Photography and filming may take place at events. Consent will be sought for images that highlight specific individuals. If you do not wish to be photographed or filmed, please contact the event organisers and request a yellow wrist band. This will alert photographers and videographers that you do not wish to be photographed. It may not always be possible to remove you from group “public” photographs.

9. Contact Information

For any concerns, please [contact: info@limbpower.com](mailto:info@limbpower.com)

*You can request a copy of our Event Photography Policies. There will also be a copy at the registration desk at all events.

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Created by Kiera Roche	11 th March 2025
Reviewed and approved	4 th December 2025
Pending	Next review TBC