**Code of Conduct for Hobby Therapy Australia**

Welcome to Hobby Therapy Australia! We're excited to have you join us in our shared interests and activities. To ensure that everyone feels comfortable and included, we've established the following code of conduct:

**1. Respect for Differences:**

* Embrace and celebrate the diversity of our members, including those with physical disabilities, Autism Spectrum Disorder (ASD) and other neurodivergent conditions.
* Recognise that each individual may have unique communication styles, sensory sensitivities, and social preferences. Be patient, understanding, and respectful of these differences.

**2. Supportive Environment:**

* Create a supportive and accepting atmosphere where all members feel valued and included.
* Encourage positive interactions and mutual support among peers, fostering a sense of belonging for everyone.

**3. Clear Communication:**

* Use clear and concise language when communicating with others, taking into account different communication styles and preferences.
* Respect personal boundaries and preferences regarding physical contact, noise levels, and personal space.

**4. Sensory Considerations:**

* Be mindful of sensory sensitivities and provide accommodations as needed, members may need time to process changes in noise levels or typical activities, please be aware of this and be patient with those who may not adjust to your expectations.
* Avoid overwhelming sensory stimuli and be considerate of how your actions may impact others' comfort levels.

**5. Flexibility and Patience:**

* Be flexible and adaptable during group activities, understanding that unexpected changes or transitions may be challenging for some members.
* Exercise patience and understanding when interacting with peers who may require additional time or support to participate fully.

**6. Anti-Bullying Policy:**

* Zero tolerance for bullying, harassment, or discrimination of any kind.
* Report any incidents of bullying or mistreatment to a group leader or trusted adult immediately. All reports will be taken seriously and addressed promptly and confidentially.
* Any issues that you may not feel comfortable addressing personally can be lodged anonymously in the provided suggestions box or via a disposable email to admin@hobbytherapyaustralia.org

**7. Inclusive Participation:**

* Encourage participation from everyone and value each individual's unique perspectives and contributions.

**8. Mutual Respect and Understanding:**

* Treat others with kindness, empathy, and respect, fostering positive relationships and mutual understanding among members.
* Seek to understand and appreciate the perspectives and experiences of individuals

**9. Safe Environment:**

* Prioritize the safety and well-being of all members, both physically and emotionally.
* Follow safety guidelines and rules established by group leaders or organizers, and report any safety concerns or hazards immediately.

By participating in Hobby Therapy Australia, you agree to uphold this code of conduct and contribute to creating a welcoming, supportive, and inclusive environment for all members. Let's work together to make our hobby group a place where everyone can thrive and enjoy their shared interests!