

**At a Catch Music Session,
EVERYBODY participates**

- Respect all people
- Communicate respectfully
- Behave respectfully
- Harass no one
- Respect property
- Respect the Music Facilitator's authority
- Recognise that each person has value and a contribution to make

THIS IS AN ALCOHOL AND DRUG FREE ZONE

1. **RESPECT** - The Catch Music community* shows respect at all times. Everyone has a right to learn, play and socialise in an environment free from all forms of harassment and discrimination.

Respect for people means behaving in the spirit of goodwill and cooperation with consideration for others and includes:

- **Respectful communication** - *No use of offensive language or suggestions, including through swearing or other gestures.*
- **Respectful behaviour** towards:
 - a) People within the Catch Music community, event and venue staff; and
 - b) Other venue users and other people in public spaces where Catch Music conducts activities.
- **Freedom from harassment.** No tolerance of any form of harassment or abuse (verbal, physical, emotional, or sexual). This includes offensive verbal comments (related to gender, age, sexual orientation, disability, physical appearance, body size, race, or religion), display of sexual images in public spaces, deliberate intimidation, stalking, following, persistent and unwanted communication, unwanted photography or recording, disruption of sessions or events, unwanted physical contact, and unwelcome attention.

Respect for property involves:

- Abiding by venue rules. These may relate to food and drink, security and safety procedures, noise, smoking and alcohol use, amongst other matters.
- No deliberate damage, theft or misuse of property regardless of ownership.

2. **PRIVACY and CONFIDENTIALITY:** The Catch Music community will maintain privacy and confidentiality concerning records, documentation and any other communication containing personal information, unless consent is otherwise provided. For insurance, safety and security reasons, all Catch Music participants need to provide a valid phone number, address & emergency contact.
3. **RECOGNITION of LEADERSHIP:** The Catch Music Facilitator and other Catch Music staff have the authority to instruct a participant in the Catch Music community to not attend their session indefinitely with immediate effect if they are not abiding by the Code of Conduct.
4. **RECOGNISE the VALUE of EVERYONE'S OPINION:** There is opportunity for ideas, concerns and views to be shared with the Music Facilitator at the local session. Everyone has a voice and will be heard.
5. Maintenance of an **Alcohol and Drug Free Environment** at all Catch Music sessions.

DEFINITIONS

The Catch Music community includes staff, contractors, volunteers, participants, carers and family members attending with participants.

SCOPE

This Catch Music Code of Conduct applies at all Catch Music sessions, events or activities.

In addition, the Code of Conduct applies to all personal interactions and communications between the Catch Music community regardless of how and when they occur. For example, the Code of Conduct applies to digital/social media, digital messaging and email.

ADDRESSING CODE BREACHES

1. A Catch Music community participant who has been instructed by a Catch Music Facilitator to not attend future sessions, may discuss the decision with the Operations Coordinator of Catch Music but this does not necessarily mean the decision will be changed.
2. A participant who experiences a substantial lack of respect from another person in the Catch Music community should bring the matter to the attention of the Catch Music Safety Officer.

Currently the Safety Officer is Mr Lee Pearson (Board Member) who can be contacted by email at leepearson@catchmusic.org.au.

3. Behaviour/s that conflict with this Code of Conduct will be addressed by verbal/written notification from Catch Music staff. If the matters and/or behaviours persist, the participant may be required to meet with the Catch Music's Board of Management where further action may be taken. For participants failing to abide by this Code of Conduct, Catch Music's Board of Management reserves the right to exclude a participant from Catch Music sessions.

Authorised by the Catch Music Board of Management at the 4th June 2026 meeting.