

Tropical Fruits Safe Events Policy – August 2021

Tropical Fruits guiding principles as a social club are to be Fun, Safe & Inclusive. We expect that all events held under the Tropical Fruits banner will embody these values. In addition to ensuring that ALL people involved observe the Fruits Code of Conduct (<https://tropicalfruits.org.au/about-us/policies>).

To that end, we would like to remind you all of the following expectations:

- Fruits representatives are expected to be welcoming and inclusive. The atmosphere of all events should be respectful, accepting and friendly.
- We will not tolerate any form of abuse (physical, verbal, mental) nor will we accept violence of any nature. Failure to respect this will result in immediate removal from the event.
- We do not tolerate any language or behaviour that is sexist, homophobic, transphobic, misogynistic, racist or ableist. Failure to respect this may result in discipline by the association (i.e. removal from the event, membership suspension and/or refusal of membership).
- An Acknowledgement of Country to the traditional custodians of the Bundjalung Nation on whose land we gather is standard practice at all Tropical Fruits meetings and events. We encourage event organisers to liaise with local elders to arrange a Welcome to Country (at cost) where appropriate.
- Event organisers are required to take reasonable care so that attendees and volunteers aren't harmed during their events. Organisers must take appropriate steps to manage risks and hazards, including liaising with Fruits Workplace Health and Safety Officer and reviewing our health and safety policies and procedures.
- The Tropical Fruits Clubhouse is an accessible space with an access lift for folks with mobility issues. If an event is held offsite, we require organisers to consider accessibility when selecting a venue.
- Auslan interpreters will now be a standard offering at the Tropical Fruit's New Year's festival. Event organisers are encouraged to book interpreters through The Deaf Society (at cost), if required for their event.
- We also encourage event organisers to consider gender-neutral bathroom options, in addition to providing meat, dairy, gluten and sugar free options for catered events.

If you are unsure about any of the above, please contact the Fruits office on 6622-6440 for guidance.