



Brisbane | Ipswich | Logan | Gold Coast

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Participant Code of Conduct & Expectations

Owner/Operator: Reed Buckley

1. Purpose

This Code of Conduct ensures that all participants:

- Act safely and respectfully during all activities.
- Understand their responsibilities for their own wellbeing and the wellbeing of others.
- Contribute to a positive, safe, and inclusive environment.
- Comply with all relevant laws, safety protocols, and Ironbark Adventure Mentoring policies.

2. Behavioural Expectations

Participants are expected to:

- Follow all instructions and directions provided by facilitators, mentors, or staff.
- Treat all participants, staff, volunteers, and the public with respect and courtesy.
- Respect the environment, facilities, and equipment; use them safely and responsibly.

- Refrain from bullying, harassment, aggressive, or unsafe behaviour.
- Notify staff immediately of any hazards, injuries, illnesses, or health issues.
- Avoid bringing prohibited items, including alcohol, illegal drugs, or unsafe equipment.
- Comply with applicable child safety, privacy, and inclusion policies.

3. Health, Safety & Participation Requirements

Participants must:

- Attend and adhere to safety briefings before each activity.
- Wear protective clothing and safety equipment provided or required.
- Only engage in activities within their capability and fitness level; ask for guidance if unsure.
- Disclose relevant medical conditions, allergies, medications, or support needs to staff prior to participation.
- Follow all risk management procedures during high-risk activities (e.g., mountain biking, water-based activities, hiking).

4. Consequences of Misconduct

Ironbark Adventure Mentoring maintains a graduated approach to managing behaviour:

Breach Type	Action
Minor breach	Verbal reminder, explanation of expectations
Repeated or serious breach	Written warning; parent/guardian notified (if participant is under 18)
Persistent unsafe or disruptive behaviour	Temporary suspension or removal from activities
Illegal, abusive, or harmful behaviour	Immediate removal from activities; report to authorities as required by law (e.g., child protection, police)

All incidents will be documented in accordance with incident reporting procedures.

5. Reporting & Compliance

- Participants and parents/guardians are encouraged to report any unsafe behaviour or breaches of this Code.
 - Ironbark Adventure Mentoring will respond promptly, document the incident, and escalate if required.
 - Serious concerns, particularly regarding child safety, will be reported in accordance with the **Child Protection Act 1999 (QLD)** and other relevant legislation.
 - All actions comply with Ironbark Adventure Mentoring's **Child Safe Policy, Privacy Policy, and risk management procedures.**
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6. Acknowledgement

By signing below, I acknowledge that:

- I have read, understood, and agree to abide by the Participant Code of Conduct & Expectations.
- I understand that failure to comply may result in warnings, suspension, or removal from activities.
- I am aware of my rights and responsibilities regarding health, safety, and behaviour.
- I have received or been offered copies of the **Child Safe Policy, Privacy Policy, and Code of Conduct for Staff/Contractors.**

Participant Name: _____

Signature: _____

Date: _____

Parent/Guardian Name (if applicable): _____

Signature: _____

Date: _____