



Every Body Outdoors – Code of Conduct

This Code of Conduct applies to all Staff, Directors and Volunteers with Every Body Outdoors (EBO), as well as any community members attending EBO events or courses.

The EBO acts simultaneously as a not-for-profit company, community and campaigning body, working for plus size inclusivity in the outdoors. Our vision is for all bodies to be able to access a choice of clothing and kit that fits, as well as having opportunities to get outdoors, and gain skills and confidence in a safe and supportive environment.

EBO is committed to equal opportunities and adherence to all other EBO policies. Staff, Directors, Volunteers and community members should treat everyone with respect and make no discrimination on the basis of sexuality, gender, race, ethnicity, nationality, class, religion, ability, age, occupation or any other general and arbitrary notion of a person's perspectives, values and capacity. This includes body shape and size - a fundamental part of why EBO exists.

In physical and online spaces, we request that people refrain from diet and weight loss talk – there are other spaces for this if you wish to talk about this, and we want to maintain a safe space for those who find this triggering.

Practical applications of this:

- We respect everyone's names, preferred gender pronouns, expressed identities, and experiences.
- We avoid making assumptions, promote mutual appreciation, and understand that no one is required to share information about their identities or experience(s).
- We recognise that we should try not to judge, put each other down or compete.
- We strive to continually acknowledge the histories and structures of oppression that marginalise some and divide us all.
- We respect each other's physical and emotional boundaries.
- We acknowledge that people engage in physical activity for different reasons, and for many this is not related to weight loss.

EBO is committed to treating everyone with respect. This includes those whose positions and perspectives we disagree with and oppose.

Racism, as well as ageism, homophobia, sexism, transphobia, ableism, fatphobia or prejudice based on ethnicity, nationality, class, gender, gender presentation, language ability, asylum status or religious affiliation is unacceptable and will be challenged.

Any breaches to this Code of Conduct will be addressed through our Conflict Resolution Policy.