



OUTDOOR ADVENTURE GIRLS

BEHAVIOUR AND ZERO TOLERANCE POLICY FOR HOSTS AND GUESTS

MARCH 2025 (V1.0)

DOCUMENT TRAIL AND VERSION CONTROL SHEET

Heading	Outdoor Adventure Girls Behaviour and Zero Tolerance policy
Project Sponsor	Chief People Officer
Purpose of document	Guidance for Staff, Guests, Service providers, Free lance staff
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Individuals / teams that have overseen / commented on the Policy	Sophie Davis – CEO Theo Gurney – Chief Operations Officer
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1. Scope and purpose

This policy outlines the expected behaviour for all participants (guests, hosts, staff, moderators, contractors and providers) involved in activities organised by the Outdoor Adventure Girls (OAG); an all-female outdoor adventure company. Our aim is to create a safe, supportive, and inclusive environment where everyone feels empowered and respected. We have a zero-tolerance approach to any behaviour that undermines this aim.

OAG are an outdoor community providing safe and inclusive environments for women over 18 to reconnect with nature and the outdoors through local meets ups, weekend getaways, international trips and training days.

We are passionate about women's mental health and the huge burden women carry throughout life. Through our events, we wish to give women the time to recharge, reset and be their authentic selves – whilst in a safe, women only setting.

Our mission is to create a safe space for women to feel confident outdoors, connect with other like-minded women and to challenge the under representation of women in the outdoor space.

Our purpose is to provide small adventure holidays for solo travellers, both in the UK and internationally – connecting women with other women, whilst exploring the world.

Our goal is to bring groups of incredible women together, create friendships and lasting memories and allow women to heal and grow in a safe environment.

2. Our commitment to our community

OAG is committed to fostering a community based on:

- **Respect:** Treating everyone with courtesy, consideration, and dignity, regardless of background or experience
- **Inclusivity:** Creating a welcoming and supportive environment for all women, celebrating diversity and individual differences.
- **Safety:** Prioritising the physical and emotional well-being of all within our community
- **Empowerment:** Encouraging personal growth, confidence building, and mutual support.
- **Environmental Responsibility:** Respecting and protecting the natural environment.

3. Behaviour Expectations

All guests, hosts, staff and providers are expected to:

- **Communicate respectfully:** Use positive and constructive language. Avoid offensive, discriminatory, or intimidating language or behaviour.
- **Act with consideration:** Be mindful of the needs and feelings of others. Offer support and encouragement.
- **Participate actively and positively:** Engage in activities with enthusiasm and a willingness to learn and support others.
- **Adhere to safety guidelines:** Follow all instructions provided by hosts and staff, prioritise personal safety, and report any safety concerns.
- **Respect the environment:** Leave no trace, minimise impact, and protect natural resources.
- **Be inclusive:** Embrace diversity and challenge any form of discrimination or exclusion.
- **Respect personal boundaries:** Understand and respect the physical and emotional boundaries of others.

4. Unacceptable Behaviour – Zero Tolerance

The following behaviours are strictly prohibited and will result in immediate action, up to and including exclusion from OAG events, removal from all Social Media groups and potential legal action:

- **Bullying:** Repeated or persistent negative behaviour that is intended to intimidate, humiliate, or harm another person. This includes verbal abuse, threats, social exclusion, and cyberbullying.
- **Harassment:** Any unwelcome conduct that creates an intimidating, hostile, or offensive environment. This includes sexual harassment (unwanted advances, inappropriate comments, or touching), discriminatory harassment (based on race, religion, gender, sexual orientation, etc.), and personal attacks.
- **Aggression:** Any physical or verbal behaviour that is intended to cause harm or fear. This includes shouting, intimidation, threats, and physical violence.
- **Discrimination:** Treating someone unfairly because of their background, identity, or any other protected characteristic.

- **Hate speech:** Any language or symbols that promote hatred or violence against any group or individual.
- **Inappropriate physical contact:** Any unwanted touching or other physical contact of a sexual or intimate nature.
- **Substance abuse:** The use of illegal drugs or excessive alcohol consumption that impairs judgment or behaviour and poses a risk to safety or well-being.
- **Theft or damage to property:** Stealing or damaging company property, personal belongings, or the natural environment.
- **Violation of privacy:** Sharing personal information about another participant without their consent.

5. Reporting procedures

If you experience or witness any behaviour that violates this policy, please report it immediately to the head of people or CEO. All reports will be treated confidentially and investigated thoroughly. Refer to escalation process.

6. Potential outcomes

Participants displaying unacceptable behaviour will face corrective measures, such as:

- **Verbal warning:** For minor infractions.
- **Written warning:** For more serious or repeated infractions.
- **Exclusion from activities:** Temporary or permanent exclusion from future events.
- **For Hosts:** Termination of contract
- **Referral to authorities:** In cases of illegal activity, the matter will be reported to law enforcement.

7. Confidentiality

All reports of unacceptable behaviour will be treated with confidentiality. Information will only be shared on a need-to-know basis to facilitate an investigation and ensure the safety of all participants.

8. Policy Review

This policy will be reviewed and updated periodically to ensure its effectiveness and relevance.

By participating in activities with Outdoor Adventure Girls you agree to abide by this Expected Behaviour and Zero Tolerance Policy. We are committed to creating a positive and empowering experience for all women who join our adventures.