



Ashover Agricultural and Horticultural Society Ltd.

Registered under the Charities Act 1960 No 1070655 - Registered Company No 3588484

Zero Tolerance Policy

We treat our Ashover Show officers, stewards, judges, volunteers and visitors with courtesy and respect and ask for the same in return. We ask that you treat all Ashover Show officers, stewards, judges, volunteers, and visitors courteously without violence, abuse, or harassment.

Any behaviour whether that be verbal, physical or in writing, which causes Ashover Show officers, stewards, judges, volunteers, and visitors to feel uncomfortable, embarrassed, or threatened, is totally unacceptable.

The Zero Tolerance policy includes abuse, aggression or threats made in person, over the telephone or in written communication, including on social media. The Society considers threatening behaviour to be:

- Attempted or actual aggressive, threatening, or physical actions made towards any member of Ashover Show officers, stewards, judges, volunteers, or visitors.
- The use of aggressive, threatening, or abusive language, (including raising of the voice, swearing, shouting or in writing) which threatens or intimidates Ashover Show officers, stewards, judges, volunteers, or visitors.

This policy applies throughout the Showground. It also applies to any Ashover Show officers, stewards, judges or volunteers away from the Showground but only in so far as it relates to the business of the Ashover Show.

Any instance or threat of physical abuse will be reported to the police. The offender will be removed from the Showground by the police.

Instances of abusive/threatening behaviour will be reported to the Show Management informing them of the breach of the Zero Tolerance Policy and the individual (s) removal from the Showground.

We hope you understand the reason for this policy which is designed to keep the Ashover Show officers, stewards, judges, volunteers, and visitors safe at all times.

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