

# CODE OF CONDUCT

## COACHELLA 2010

### THE ENTOURAGE TAKES U2 PTY LTD

ACN 135 808 427

1. **Principles.** This Code of Conduct (“Code”) has been formulated to provide a clear statement of expectations of THE ENTOURAGE TAKESU2 PTY LTD ACN 135 808 427 (“ETU2”) of participants in respect of personal behaviour whilst on the COACHELLA 2010 Tour (“the Tour”).
2. **Application.** This Code applies to all participants in the Tour. It does not apply to staff employed or retained by ETU2.
3. **Policy – Alcohol Consumption.** ETU2 recognises that alcohol consumption is an established part of life in Australia and is enjoyed by many Australians. ETU2 will not attempt to stop alcohol consumption throughout the Tour, but will encourage moderation in and a responsible attitude towards the consumption of alcohol.
4. **Policy – Use of Narcotics.** ETU2 prohibits the unlawful use, possession, cultivation or distribution of narcotic or other dangerous drugs, as defined by Queensland law, by Tour participants throughout the Tour. Breach of this clause of the Code will be referred to the appropriate legal jurisdiction.
5. **Personal Conduct.**
  - a. It is expected that all Tour participants will behave responsibly in looking after themselves.
  - b. All Tour participants are responsible for their own conduct at all times.
  - c. Bullying, discrimination, harassment, vilification and victimization of other participants and ETU2 staff are expressly prohibited.

6. **Breaches of the Code.** Examples of possible breaches of the Code include:

- a. Verbal abuse;
- b. Bullying;
- c. Urinating in a public place;
- d. Theft or damage to ETU2 property;
- e. Use of cameras, including mobile phone cameras, in ways that violate the privacy of others.

## Schedule – Definitions

- “Bullying”** means acts of aggression – physical or verbal – against another person which result in the other person being coerced into doing or not doing something, becoming injured, embarrassed, anxious, or seriously uncomfortable. Bullying often involves an abuse of power. While bullying can be an isolated incident it is often repeated.
- “Discrimination”** means any conduct which makes distinctions between an individual or a group so as to disadvantage some and to advantage others, or treats an individual or a group less favourably than others, on the basis or because of an attribute or status they possess (for example, sex, race, religious belief, sexual preference, political opinion).
- “Harassment”** means any offensive, belittling or threatening behaviour directed at an individual or group which takes place in circumstances in which any reasonable person, having regard to the circumstances, would have been offended, humiliated or intimidated. Harassment is behaviour that is unwelcome, unsolicited, usually unreciprocated and often (but not always) repeated. Sexual harassment is included in this definition and is one particularly serious form of harassment. It occurs where the harassment involves conduct of a sexual nature. In addition to sexual harassment people may experience harassment because of their belief systems, including political or religious beliefs or activities, cultural, racial, or socio-economic background, gender, sexual orientation, parental status, physical features or disability, among other things.
- “Victimisation”** means any unfavourable treatment of a person who has made a complaint, or allegation, about a breach of this Code of Conduct, whether the complaint was written or oral and irrespective of whether the person asked for the complaint to be conciliated or investigated.
- “Vilification”** means any form of conduct not undertaken reasonably and in good faith that:
- a. incites hatred against, serious contempt for, or revulsion or severe ridicule of another person or class of person on the grounds of their race, religious beliefs or practises; or
  - b. is done because of the race of another person and is reasonably likely to offend, insult, humiliate that other person.