

Be Kind to All Policy

Purpose

British Orienteering is committed to fostering a welcoming, respectful and inclusive environment for all members, staff, volunteers, and stakeholders. This policy outlines our collective responsibility to treat one another with kindness, dignity, and respect in all interactions - whether in person, on the telephone, online, or during events. This policy is intended to supplement British Orienteering's overarching [Code of Ethics & Behaviour](#).

Scope

This policy applies to:

- All British Orienteering members
- Staff and volunteers
- Event participants and organisers
- Club officials and support personnel
- Any individuals representing or engaging with British Orienteering

Core Principles

Respect and Courtesy

- Treat everyone with respect, regardless of role, background or experience.
- Listen actively and communicate thoughtfully.
- Avoid language or behaviour that could be perceived as rude, dismissive or aggressive.

Inclusivity and Fairness

- Embrace diversity and ensure everyone feels valued and included.
- Challenge discrimination, bullying, or exclusionary behaviour.
- Promote equal opportunities for participation and leadership.

Support and Empathy

- Offer help and encouragement to fellow members and staff.
- Be mindful of others' wellbeing and mental health.
- Celebrate achievements and support others through challenges.

Positive Communication

- Use constructive feedback and avoid public criticism.
- Be kind and respectful in all digital communications, including social media.

- Represent British Orienteering positively in all forums.

Accountability

- Take responsibility for your actions and words.
- Report concerns or breaches of this policy through appropriate channels.
- Support a culture where kindness is expected and upheld.

Implementation & Dealing with Breaches

Clubs and event organisers are encouraged to promote this policy at meetings, events, and in all communications, both online and in person.

Training and resources will be provided to support understanding and application.

Any person who breaches this Code may be subject to action by, in the first instance, the event organisers or relevant club, escalating onto the relevant Association and/or British Orienteering if necessary. Decisions regarding consequences will be taken in line with British Orienteering's disciplinary and [safeguarding policies](#).

Review

This policy will be reviewed annually and updated as needed to reflect evolving best practices and feedback from the community.