

## **CODE OF CONDUCT**

Fai Jai Flow Fest is a collaborative, community space for everyone, where all attendees share the responsibility of looking out for each other and fostering a culture of mutual respect and care.

To support our goal of a safe and inclusive space, Fai Jai requires that all artists, vendors, contributors, volunteers and attendees read and agree to this Code of Conduct for all festival related activities.

### **Health and Safety**

As representatives of Fai Jai, team members and volunteers are required to promptly report or address any health and safety incidents. If someone appears unwell, assist them in accessing first aid or medical services. Understand the limits of the help you can provide with regards to any training and experience you may have.

In the case of medical emergencies, contact first responders immediately and give emergency medical professionals the space they need to work.

Please remain vigilant on the Festival grounds, especially around dipping stations, Fire space, rigging, installations, music equipment, electrical setups and cables. Report any incidents that could pose a risk of harm to our security personnel immediately.

### **Support Sobriety and Harm Reduction**

Some festival-goers choose sobriety, while others may not. Support each person's choices by respecting sober areas and consent around substance use.

For those engaging in substances, take harm reduction seriously: know your limits, stay hydrated, and look out for others. Access to the fire space will be temporarily denied if you are not deemed to be at a safe level of sobriety. In these cases, the decision made by the safety team is final and must be respected.

See our full harm reduction info here ([www.faijainflowfest.com/harm-reduction](http://www.faijainflowfest.com/harm-reduction)).

Designated "chill" spaces are available for anyone needing a break or decompression. A 'safe space' area with an onsite support team will also be available for those who are in need of psychological or emotional support that does not require expert medical attention.

### **Behaviour**

Fai Jai does not permit any form of verbal, physical, sexual or emotional abuse. The denigration, discrimination, and otherwise harassment or harm, of any person or group, based on race, religion, gender identity, sexuality, disability, or other targeted characteristics will not be tolerated.

Fai Jai operates under principles of consent culture. Personal physical and emotional boundaries and autonomy of each attendee must be respected. Any agreement to this code of conduct is also an agreement to abide by our consent policy. Full details can be found here. ([www.faijaiflowfest.com/event-policies](http://www.faijaiflowfest.com/event-policies))

We are lucky, and grateful to be graciously hosted by the Thai people and their land. Actions that intentionally disrespect the local Thai community and their customs, or that serve to create conflict, misunderstanding or harm in our communities will not be permitted.

Any incidents involving violence, threats of violence, harassment, or risks of harm must be reported to the Fai Jai security team. If you witness reckless behaviour or harassment, please alert a security team member.

Any form of violation directed at, staff, artists, volunteers, attendees, or others will not be tolerated and will be handled quickly and fairly, in accordance with our Harassment policies. ([www.faijaiflowfest.com/event-policies](http://www.faijaiflowfest.com/event-policies))

Please report any damage, destruction, theft or vandalism, to the security team.

### **Care for Our Shared Space and Environment**

Our festival & the event grounds of Dreamscape is a carefully curated, collective space for all of us – let's treat it with respect and care.

Clean up after yourself, minimize waste, and avoid single-use plastics whenever possible.

Make sure to follow fire space dipping procedures to minimise impact of ground spill.

Be mindful of local ecosystems, and if camping, practice Leave No Trace principles.

We recognise that any gathering, especially an international one, has a non zero net effect on local and global environment. Read our full sustainability statement ([www.faijaiflowfest.com/sustainability](http://www.faijaiflowfest.com/sustainability)) to see how we plan to assess this impact, reduce it, and what local initiatives we can support to offset this.

Help us create a sustainable gathering that reflects our respect for the earth and our collective resources.

### **Reporting Responsibility**

If you believe you have witnessed or experienced a violation of this code of conduct, please notify a team member immediately. Fai Jai will work to assess and address the situation fairly and as promptly as possible. Retaliation against anyone who shares their experience is strictly prohibited and considered a violation of the Code of Conduct.

This code functions as a collective agreement to ensure everyone feels respected, safe, and celebrated at this festival.

Let's keep each other accountable and create a magical, joyful and safe experience together!