

Camp Rules

This is an alcohol and recreational drug free venue

Please respect the venue rules so that we might be able to use the venue again in the future.

Personal Safety is Your Responsibility

Be alert and take care of yourself and Your personal belongings. We are surrounded by water and bushland, we know that at times we want to be alone in this beautiful space, we ask that you let another know if you are venturing away from the buildings or the planned program.

Helping Each Other

In the spirit of service, we will be having a rosta for people to assist in the clean up after meal times. We appreciate your help.

Be Kind

To each other and all the people that are helping us make this Assembly to be the best it can be. Please behave appropriately as the organisers reserve the right to ask people to leave if they are disruptive.

Photography/Videos/Recordings

We request that you desist from taking videos, photographs and recording ANY of the formal Assembly events. Please note if taking personal pics outside of the formal program Ensure you have the express permission from the people in them before sharing online.

Swords & Ritual Knives

Whilst we love our ritual items, swords, knives and any sharp objects cannot be brought on-site. Our Insurance company are kinda strict about that stuff!

Policies are included at the end of the pack.



Policies

Southern Hemisphere Order of Bards, Ovates and Druids **A TERMS & CONDITIONS OF ENTRY**

GENERAL

These Terms & Conditions of Entry (Terms & Conditions) set out the standards of behaviour expected of all attendees at the Assembly of the Southern Hemisphere Order of Bards Ovates and Druids (SHOBOD 2023). As a registered attendee to SHOBOD 2023 you will have the following rights and responsibilities for the duration of the event. As a registered attendee you agree to abide by these Terms & Conditions.

The Organisers of the SHOBOD Assembly 2023 reserve the right to refuse entry or evict any person from the event who does not comply with these Terms & Conditions, engage in any illegal activity, or any activity deemed in the Organisers' sole discretion to be antisocial.

REGISTRATION

The SHOBOD 2023 is a private gathering open only to individuals who have pre-registered. You must have registered for the event prior to arriving at the event. There will be no registrations at the Venue of SHOBOD 2023.

PAYMENTS, CANCELLATIONS AND REFUNDS

- To be eligible a deposit of \$50 will reserve your place. Deposits are non refundable after 1st September 2023. Payments need to be finalised in full by 1st October 2023.*
- After making your booking you can make adjustments or make further payments via the Members section of the Druidry Australia website.*
- All cancellations received after this date will only be refunded at the sole discretion of the Organisers.*
- If you are a 'no show' at SHOBOD 2023 you will not be eligible for a refund of any of the Fees paid.*

RIGHTS

As a registered attendee to SHOBOD 2023 you have the right to:

- ask the event Organisers questions, requesting more information about any aspect of the weekend;*
- ask the presenters at the event questions about any aspect of the presentation they have given at the event;*
- actively engage with all activities offered throughout the weekend;*
- be respected regardless of age, rank, or perceived status;*
- feel safe and to feel that your belongings are safe;*
- receive what you paid for – accommodation, catering and activities;*
- express your spiritual/religious beliefs.*

SHOBOD 2023 Policies and Procedures - Anti Harassment and Sexual Harassment

PURPOSE

To ensure that all Members, event attendees, volunteers and contractors associated with SHOBOD 2023 enjoy an environment free from harassment of any kind including sexual harassment.

POLICY

Harassment of any kind is not acceptable at SHOBOD 2023 and complaints related to behaviour of this nature (see definition) will be treated as serious and will be dealt with promptly, confidentially and impartially by the Organising Team or chosen independent party. No person who lodges a complaint with respect to harassment will be disadvantaged because they have made the complaint.

- *Complaints relating to harassment should be dealt with sensitively and as most serious and may require the involvement of an independent mediator, or the police in the case of a criminal offence*
- *In the case of sexual assault or rape the matter should be reported immediately to the police. Claimants may also be referred to CASA (Centres Against Sexual Assault), a 24 hour service providing immediate crisis and on-going counselling and support.*
- *In the case of physical assault*
- *Internally, formal complaints should be received by the President (unless the complaint directly concerns the President)*
- *On receiving a complaint, the Organising Committee will decide whether*
 - *they are the most appropriate person to receive and handle the complaint.*
 - *the nature and seriousness of the complaint warrants a formal resolution procedure.*
 - *to appoint a person to investigate (gather more information on) the complaint.*
 - *to refer the matter to the police or other appropriate authority; and/or*
 - *to implement any interim arrangements that will apply until the complaint process set out in these Procedures is completed.*
- *Regardless of the process adopted, it will be based on the principles of justice where:*
 - *Both the complainant and the respondent must know the full details of what is being said against them and have the opportunity to respond*
 - *Decision maker(s) must be unbiased, fair and just*

SHOBOD 2023 Policies and Procedures - Anti Harassment and Sexual Harassment

DEFINITIONS

Sexual Harassment

Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated, where a reasonable person would anticipate that reaction in the circumstances.

The Sex Discrimination Act 1984 (Cth) defines the nature

and circumstances in which sexual harassment is unlawful. It is also unlawful for a person to be victimised for making, or proposing to make, a complaint of sexual harassment to the Human Rights and Equal Opportunity Commission.

Examples of sexually harassing behaviour include:

- unwelcome touching;
 - staring or leering;
 - suggestive comments or jokes;
 - sexually explicit pictures or posters;
 - unwanted invitations to go out on dates;
 - requests for sex;
 - intrusive questions about a person's private life or body;
 - unnecessary familiarity, such as deliberately brushing up against a person; - insults or taunts based on gender and/or sex;
 - sexually explicit physical contact; and
 - sexually explicit emails or SMS text messages.
- A working environment or workplace culture that is sexually permeated or hostile will also amount to unlawful sexual harassment. - Some of the factors emerging from the case law which may indicate a - potentially hostile environment include the display of obscene or pornographic - materials, general sexual banter, crude conversation or innuendo and - offensive jokes. See 1.2.4 of Sexual Harassment in the Workplace: A Code of Practice for Employers for further information.*

The Sex Discrimination Act makes sexual harassment unlawful

in many areas of public life, including in employment situations, educational institutions, the provision of goods, services and accommodation and the administration of Commonwealth laws or programs.

A person who sexually harasses is primarily responsible for the sexual harassment under the Sex Discrimination Act. However, in many cases, employers and others can be held responsible under the Sex Discrimination Act for acts of sexual harassment done by their employers or agents.

Unlawful Harassment

Under Federal and State legislation, unlawful harassment occurs when someone is made to feel intimidated, insulted or humiliated because of their race, colour, national or ethnic origin; sex; disability; sexual preference; or some other characteristic specified under anti-discrimination or human rights legislation. It can also happen if someone is working in a 'hostile' – or intimidating – environment.

Harassment can include behaviour such as:

- telling insulting jokes about particular racial groups;
- sending explicit or sexually suggestive emails;
- displaying offensive or pornographic posters or screen savers;
- making derogatory comments or taunts about someone's race or religion; and - asking intrusive questions about someone's personal life, including their sex life.

Southern Hemisphere Order of Bards, Ovates and Druids 2023

Attendee Mobile Phone & Social Media Policy

The Southern Hemisphere Order of Bards, Ovates and Druids Assembly is set aside as a weekend where attendees can immerse themselves in a magical time and place away from their mundane lives.

The event coordinators prefer that mobile phone use is kept to a minimum. Therefore we ask that phones or tablets not be used in public areas and that phones be set to silent at all times.

There will be no use of phones or tablets allowed in workshops (unless a presenter is using it as a recording or playback device) and event coordinators would prefer that phones are not brought into any rituals.

We understand that some people will have specific needs to be in contact with the outside world during the weekend. If this is the case, please have a chat with the event coordinators and be discreet when making or receiving calls. Please note that there is NO or Very Little mobile reception at the location.

Pictures can be shared online if they have permission from the people in them. Individuals have a right to refuse their photo or video being taken so ask permission before you do.

The event coordinators ask that if sharing Photographs (with permission of the person) share ONLY to the SHOBOD Facebook page.