



# Code of Conduct

## Introduction

The Code of Conduct sets out the standards of behaviour expected of all individuals involved in Northern Hunters UK activities. It exists to ensure that all investigations and events are conducted in a safe, respectful, and professional manner, and that the experience is positive for everyone involved.

The conduct of individuals directly reflects on the reputation of Northern Hunters UK. Maintaining high standards of behaviour is essential not only for safety, but also for preserving relationships with venues, partners, and the wider community.

## Our Approach to Behaviour and Standards

Northern Hunters UK promotes a culture of professionalism, respect, and accountability. We aim to create an environment where individuals feel comfortable, supported, and able to participate fully, while also maintaining control and structure throughout all activities.

Behaviour is expected to be consistent with the nature of the work we carry out. Investigations often take place in sensitive environments, and it is important that conduct reflects an awareness of this at all times.

All individuals are expected to take personal responsibility for their behaviour and to contribute positively to the group environment.

## Professional Conduct

Individuals must behave in a manner that reflects professionalism and responsibility throughout all Northern Hunters UK activities.

This includes following instructions given by the investigation lead, engaging respectfully with others, and maintaining a calm and controlled approach during investigations. Disruptive, reckless, or inappropriate behaviour undermines both safety and the integrity of the investigation and will not be accepted.

## **Respect for Others**

Northern Hunters UK is committed to providing an inclusive and respectful environment.

All individuals must treat others with dignity and consideration, regardless of background, experience, or personal beliefs. Behaviour that could be perceived as discriminatory, intimidating, or disrespectful will not be tolerated.

Communication should remain appropriate at all times, particularly in group settings where individuals may have different levels of experience or confidence.

## **Conduct During Investigations**

Investigations require a controlled and focused environment. Individuals are expected to remain aware of their surroundings and conduct themselves in a way that supports both safety and the integrity of the investigation.

This includes minimising unnecessary noise, avoiding sudden or disruptive movement, and communicating clearly when entering or leaving spaces. Actions that may contaminate potential evidence or interfere with equipment should be avoided.

Individuals should follow the direction of the investigation lead at all times, as this is essential to maintaining structure and safety.

## **Safety and Responsibility**

All individuals share responsibility for maintaining a safe environment.

This includes moving carefully within locations, respecting safety boundaries, and reporting any hazards, concerns, or incidents promptly. Behaviour that places oneself or others at risk is not acceptable.

Instructions relating to safety must be followed at all times. Failure to do so may result in removal from the activity.

## **Substance Use**

The use of alcohol or drugs before or during investigations is strictly prohibited.

Individuals must be in a clear and focused state in order to participate safely and responsibly. Anyone suspected of being under the influence may be refused participation or asked to leave.

## **Respect for Locations**

All locations must be treated with care and respect.

Individuals must follow all rules set by property owners or site representatives and must not enter restricted areas or interfere with property. Nothing should be moved, damaged, or removed without permission.

Maintaining respect for locations is essential to protecting access and reputation.

## **Confidentiality and Representation**

Northern Hunters UK operates with respect for confidentiality.

Individuals must not share sensitive information about locations, participants, or investigations without permission. This includes addresses, private property details, and any restricted information.

When representing Northern Hunters UK, whether in person or online, individuals are expected to do so in a positive and professional manner.

## **Use of Recording and Social Media**

Photography, video, and audio recording may take place during investigations.

Individuals must respect the preferences of others and seek permission before capturing or sharing content that includes identifiable individuals. Content shared publicly should reflect the standards and reputation of Northern Hunters UK.

Any restrictions set by venues regarding filming or sharing must be followed.

## **Behavioural Standards and Accountability**

Northern Hunters UK maintains clear expectations around behaviour. Where these standards are not met, appropriate action will be taken.

This may include:

- Informal guidance or warning
- Removal from an investigation or event
- Restriction from future participation

These measures are in place to protect the safety, wellbeing, and experience of all individuals involved.

## **Creating a Positive Environment**

Northern Hunters UK aims to create an environment that is welcoming, inclusive, and supportive.

All individuals are encouraged to contribute positively, support one another, and help maintain a calm and respectful atmosphere. A strong group dynamic is essential to both safety and the overall quality of investigations.

## **Review of Code**

This Code of Conduct will be reviewed regularly to ensure it remains relevant, effective, and aligned with the values and standards of Northern Hunters UK.