



MEMBER CODE OF CONDUCT

Purpose

U3a members are expected to conduct themselves within the movements 'guiding principles'. They are also expected to treat each other with dignity and respect.

The member Code of conduct clarifies the standard of behaviour expected as a member of Whitworth u3a

Member Code of Conduct

- Members are expected to know, follow and promote the Principles of the u3a Movement at every opportunity.
- Members must always act in the best interests of Whitworth u3a and the u3a Movement, strive to uphold its reputation and never do anything which could bring their own, another u3a or the u3a Movement into disrepute or expose it to undue risk.
- Members are expected to use Whitworth u3a's resources responsibly and only to further its stated charitable objects/purposes.
- Members are expected to reflect the current organisational policy of Whitworth u3a, regardless of whether it conflicts with their personal views.
- Members are expected to abide by Whitworth's 3a's procedures and practices.
- Members are expected to treat each other with dignity and respect at all times.
- Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in Whitworth u3a. If the committee feel that the complaint has grounds for investigation, a sub committee of 3 will take the investigation further, and will arrange to see the complainant, and the person involved. Advice might be sought from the Third Age trust.
- If any member of Whitworth u3a feels they have been discriminated against by Whitworth u3a or harassed at any Whitworth u3a event, they should raise this with the Committee. The Committee will investigate the complaint, listening to all members



involved. If the complaint is against a committee member, that member will not be part of conducting the investigation.

- If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.
- If the complaint is against Whitworth u3a as a whole, the Committee must work to ensure that such a breach of the Code is not repeated in the future and must inform the members of how they propose to do this.
- Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to Whitworth u3a's constitution/rules. Whitworth u3a will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

Review

This policy, based on guidance from the Third Age Trust, was adopted at a Committee Meeting of Whitworth u3a on August 16th 2024

To review July 26