

# Ashby u3a Code of Conduct

## Terms and conditions of membership

All members must:

- Abide by the principles of the u3a movement.
- Always act in the best interests of the u3a and never do anything to bring Ashby u3a or the u3a movement into disrepute.
- Abide by this Code of Conduct.
- Abide by our Equality and Diversity Policy
- Treat fellow members with respect and courtesy at all times.
- Comply with and support the decisions of the elected committee.

Failure to abide by this Code of Conduct may result in disciplinary procedures.

In particular, sexist, racist, disablist or otherwise offensive and/or inflammatory remarks or behaviour are not acceptable. These constitute harassment, and have no place in Ashby u3a and will be subject to investigation under our Disciplinary Procedures.

Any other problems or grievances between members, including Group Leaders and Committee Members should first be addressed by the Complaints Procedure which attempts to resolve matters with the minimum of formality.

## Disciplinary Procedures

Any serious breaches of Ashby u3a's Code of Conduct will be referred to the Chairman.

The Chairman or a Designated Committee member will, following the same process as in the Complaints Procedure for a Referred Problem, investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not take part in conducting the investigation).

If the complaint is against Ashby u3a as a whole, the Committee must work to ensure that such breach 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 Ashby u3a will be made with reference to the u3a's constitution.

This policy was implemented on 9th October 2018

Reviewed 13 February 2024

Next review date February 2027