

## **Wandsworth u3a Code of Conduct**

### **Introduction**

Members must always act in the best interests of the u3a Movement, and Wandsworth u3A, to strive to uphold its reputation and never do anything which could bring the u3a Movement or another u3a into disrepute or expose it to undue risk. Members are expected to follow and promote the principles of the u3a Movement at every opportunity, and to treat each other with dignity and respect.

### **Wandsworth u3a Code of Conduct**

This Code of Conduct sets out how members should act on a day-to-day basis. We hope it reflects all our core values and overall culture of the organization. We believe that all members have the right to attend activities in an environment that is safe, inclusive and where all of us feel respected, valued and share a sense of belonging so we can build a strong community.

All members of Wandsworth U3a, whether ordinary members or committee members are expected to observe the following rules and behaviour:

- Work towards the good of Wandsworth U3a following the terms and conditions set out in the membership agreement when joining the organization.
- Make sure all our communications do not discriminate on the grounds of gender, sexual orientation, marital status, nationality, race, ethnic origin, religion, age or disability.
- Avoid abusive, racial, and inflammatory language, whether in person, by email, or by any other forms of communication, including social media.
- Never make physical threats or behave in a manner intended to intimidate or bully another ordinary member(s) or committee member
- Members are expected to use WandsworthU3A's resources responsibly and only to further its stated charitable objects/purposes.
- Members are expected to reflect the current organisational policy of WandsworthU3A, regardless of whether it conflicts with their personal views.
- Members are expected to abide by WandsworthU3A's procedures and practices.

If any ordinary member or committee member should know of, or become aware of, any breach of this Code of Conduct by any person they should immediately inform the Committee.

Any breach of the Code of Conduct brought to the attention of the Committee will be investigated.

### **The Committee may:**

- For good reason terminate the membership of any individual if the member acts in a way which is prejudicial to Wandsworth u3a or to the running of Wandsworth u3a
- brings Wandsworth u3a into disrepute.

- Have the right to be heard by The Committee accompanied by a friend who may also speak
- Make written representation before a final decision is made.

Serious breaches of the Code of Conduct will be brought to the attention of the National u3a with a request that they review the issue and if necessary recommend further action.