

Code of Conduct.

Approved by the Committee May 2018

Cam, Dursley and District U3A have a Code of Conduct. Sexist, racist, homophobic, trans-phobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable in any form. These constitute harassment, and have no place in the Cam, Dursley and District U3A. Committee members and members are expected to respect each other at all times.

If any member of Cam, Dursley and District U3A feel they have been discriminated against by the Cam, Dursley and District U3A or harassed at a Cam, Dursley and District 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 Cam, Dursley and District U3A as a whole, the Committee must work to ensure that such discrimination 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 Cam, Dursley and District U3A's constitution/rules. The Association 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.

It is the responsibility of every member to behave reasonably and considerately during U3A activities and not to be disruptive or behave in any way that upsets other member/s.

This policy will be reviewed May 2021 and every three years thereafter.

This policy was adopted at a meeting of Cam, Dursley and District U3A committee on 2nd May 2021 and will be reviewed at least every 3 years.