

# Dart Valley u3a

## Code of Conduct



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 Dart Valley u3a or the u3a movement into disrepute.
- Treat fellow members with respect and courtesy at all times.
- Comply with and support the decisions of the elected committee.

Offensive, inflammatory, sexist, or racist remarks and behaviours are not acceptable. These constitute harassment and have no place in Dart Valley u3a.

The Group Convener or the event organiser should warn the member(s) concerned and if serious it is quite acceptable to ask the member(s) to leave but contact the Groups Coordinator as soon as possible after the session has ended. The member(s) can appeal to the Committee if they feel unfairly treated.

Other problems or grievances between members, including Group Conveners and Committee Members should first be addressed by bringing it to the attention of the Chairman who can attempt to resolve matters with the minimum of formality, but should report it to the Committee.

If the matter is not resolved the Chairman or a Designated Committee member will 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). The Committee will then reach a resolution of the issue. They can, if appropriate, issue a verbal warning, or for more serious or repeated breaches of this code of conduct a written warning, and ultimately can exclude a person from the Dart Valley u3a. All such decisions will be made with reference to the constitution and this code of conduct.

If the complaint is against Dart Valley u3a, 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.

Agreed at Committee Meeting 05/02/2020.

Reviewed 04/10/2023 by SJD