



# **EVESHAM & DISTRICT U3A**

## **Code of Conduct - Members**

### **1 Introduction**

This applies to anyone who attends any U3A activity or event.

### **2 General**

Evesham & District U3A is open to all retired and semi-retired people living in the town or surrounding area. It is a mutual organisation, and everyone is expected to help in furthering the aims of the U3A, as well as those of the interest group(s) in which they participate.

Everyone is welcome to attend any U3A activity including groups in which places are available and should expect to have an enjoyable and safe experience.

To ensure this is the case, everyone is expected to:

1. abide by the Evesham & District U3A Constitution, Codes and Policies
2. participate in Evesham & District U3A activities in a respectful, inclusive and positive way
3. abide by any reasonable directive or prerequisite specified by the Executive Committee, an Organiser, a Group Leader or a Tutor for a U3A activity
4. treat all others courteously with respect and dignity
5. welcome new members
6. not discriminate against anyone on grounds of their age, educational background, disability (physical or mental), gender, marital status, race, religion, beliefs or sexual orientation
7. not engage in any form of abuse, be it verbal, physical, psychological, emotional, sexual or financial
8. avoid using language that may upset or offend others
9. not cause any wilful damage to property belonging to the U3A
10. follow the Evesham & District U3A's Grievance Procedure if dissatisfied, and abide by decisions thus made

In essence, everyone is expected to behave in a reasonable manner and to treat others in a way that they would wish to be treated themselves.

### **3 Concerns**

If you become aware of any inappropriate behaviour, or feel that the needs of someone with a disability are not being met, please refer your concerns to any member of the Committee, who will do her/his best to ensure that the matter is resolved.

### **4 Acceptance**

All members will be asked to confirm their acceptance of the code when they join and annually when they renew their membership.

### **5 Grievance and Discipline**

If, in the unlikely event you become involved in a grievance or disciplinary process, procedures are available on the website or from the Secretary if you do not have access to it.