

Code of Conduct¹

Moseley, Kings Heath and District u3a (MKHD u3a) is a co-operative organisation for the mutual benefit of its members. Its ethos is based upon a sharing, collaborative approach to the development of its members. This document sets in place the behaviours we expect from our members.

We would ask members not to consider MKHD u3a to be a service organisation – where one pays a fee and expects a service in return - but rather an organisation where we all participate collaboratively to achieve common goals – including to “Learn, Laugh, Live”. As such, we would ask all members to pursue and enjoy their membership under and in line with the following principles:

- **Respect**
Our organisation should be free from any form of harassment/abuse. All members should treat each other openly with fairness, tolerance and without discrimination. Every member is equal. Members should treat 3rd parties (e.g., members of the public) fairly and without discrimination when participating in u3a activities. Every member’s confidentiality is to be respected.
- **Participation**
The successful running of MKHD u3a is every member’s responsibility. We should all contribute to the successful operation and management of our u3a. As we all have different situations/circumstances/skill sets, each individual’s contribution will be different but we would encourage members to step forward to run a group/event/join the Committee. We aim to have a members led and participative u3a.
- **Safety**
Members should stay safe when participating in u3a activities. In many cases risks are minor (for example, playing scrabble online) but we do carry out activities that contain significant risks (for example, hiking). We expect members to adhere to relevant risk assessments and act to ensure that they, and others, remain as safe as possible.
- **Commitment to continued learning**
MKHD u3a is aimed at the advancement of education, and in particular the education of older people and those retired from full time work (in the Moseley, Kings Heath and surrounding districts). As such, we look for all members to embrace and pursue that aim for themselves, other members and, by doing so, our u3a.

Breaches of this Code of Conduct

Any member is free to report any suspected infringement of this Code of Conduct to the Executive Committee. This Committee will consider any reported suspected infringement on a case-by-case basis and is free (within its Constitution) to impose sanctions it reasonably considers necessary.

¹ This Code of Conduct has been developed from Foyle u3a’s Code of Conduct.