

TADCASTER & VILLAGES u3a

MEMBER CODE OF CONDUCT POLICY

Policy Statement

1.1. Purpose

The member code of conduct clarifies the standard of behaviour expected from each u3a member.

This policy is written to enable the committee of Tadcaster & Villages u3a (herein referred to as T&Vu3a) to clarify the standard of behaviour expected from each u3a member and address issues about conduct.

2. Member Code of Conduct

All members should familiarise themselves with this code of conduct. Members are expected to conduct themselves in line with the Movement's Guiding Principles.

Members are representing both their local u3a organisation and that of the Third Age Trust and have a personal responsibility to uphold the good reputation of both.

Specifically:

- Members are expected to know, follow and promote the Principles of the u3a Movement at every opportunity. (See New Members Welcome Pack).
- Members must always act in the best interests of T&Vu3a and the u3a Movement, strive to uphold its reputation and never do anything which could bring their own, another u3a or u3a Movement into disrepute or expose it to undue risk.
- Members are expected to use T&Vu3a's resources responsibly and only to further its stated charitable objects/purposes.
- Members are expected to treat other with dignity and respect at all times and promote an environment free of discrimination, bullying and harassment.
- Members must not discriminate on grounds of gender, sexual orientation, race, colour, religion or other grounds.
- Members are expected to respect the current structure of T&Vu3a, regardless of whether it conflicts with their personal views.
- Members are expected to abide by T&Vu3a's procedures and practices.

Breaches of Code of Conduct

Where a complaint is received to indicate a breach of the code of conduct, any investigation of such misconduct will adhere to the guidelines set out in the processes outlined within the Third Age Trust Complaints & Disciplinary procedures.

Definition of Misconduct

Misconduct is defined as a conduct which contravenes any of the provision of the T&Vu3a's Code of Conduct. The T&Vu3a Equality Diversity & Inclusion Policy, T&Vu3a Data Protection Policy and T&V3a Safeguarding Policy.

It may also include, but not be limited to abusive language and/or rudeness affecting members, officials, or others.

Availability and changes to this policy

This policy is available on T&Vu3a website at <https://u3asites.org.uk/Tadcaster>. This policy may change from time to time. If we make changes, we will make members aware of this via email, sent via the Beacon system, or at the monthly meetings as appropriate.

Contact

If you have any queries about this policy, need it in an alternative format, or have any complaints about our equal opportunity practices, please contact the Membership Secretary. Email: memberstadu3a@gmail.com or in person at a monthly meeting.

Version history

Version	Date	Adopted	Review Date
1	00/00/00	10/05/2022	May 2025