



## **Cestria u3a Code of Conduct/Terms and Conditions of Membership**

### **Context**

u3a members are expected to conduct themselves within the movement's "guiding principles". They are also expected to treat each other with dignity and respect. The member Code of Conduct clarifies the standard of behaviour expected as a member of a u3a.

### **Procedure**

- ❖ Members must always act in the best interests of Cestria u3a and the u3a Movement, strive to uphold its reputation and never do anything which could bring Cestria u3a or the u3a Movement into disrepute or expose it to undue risk.
- ❖ All u3a members are expected to treat fellow members with respect and courtesy at all times including their group leader regardless of whether attending an outing, meeting or group activity.
- ❖ Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable.
- ❖ Members are expected to use Cestria resources responsibly and only to further its stated charitable objects/purposes.
- ❖ Members are expected to reflect the current organisational policy of Cestria u3a, regardless of whether it conflicts with their personal views.

Failure to adhere to the Code of Conduct/Terms and Conditions could lead to action being taken against members in line with the principles and procedures set out in Cestria's u3a Grievance and Disciplinary Policies.

### **Availability and changes to the Code of Conduct**

The Code of Conduct will be reviewed annually by the Committee. This Code of Conduct may change from time to time. Members should contact any member of the Committee if they have any queries about this Code of Conduct.

u3a guiding principles can be found at [u3a - Vision and Mission](#)