



Scottish Charity No SC037928

MEMBERS' CODE OF CONDUCT

Introduction

While we recognise the high standards of conduct within our membership, it is useful to have a documented Code of Conduct to provide a clear and common understanding of expected standards of behaviour for all members of Forth Valley u3a (FVu3a), as well as recognised procedures for dealing with problems arising in this area.

All members share responsibility for achieving safe meeting and/or activity conditions. It is expected under this Code of Conduct that we, Members and Trustees, will take responsibility for our own behaviours; and will also report any inappropriate behaviours by any Member, Trustee or member of the public, through the appropriate channels as described in this Code of Conduct. We work together cooperatively and in collaboration to ensure the smooth running of FVu3a.

Overall Conduct

Members of FVu3a will always be courteous to each other and respectful of each other's views. Members will treat everyone, including the general public, staff and guests at any venues we are visiting, with respect.

Members will not exhibit any form of abuse or inappropriate behaviour either face to face, by post or via electronic communications or social media platforms. Abuse or inappropriate behaviour includes verbal or psychological abuse; bullying; aggression or violent behaviour; harassment and/or discrimination; unwanted actions including sexual advances; and any adverse comments about a member's ethnic origin, nationality (or statelessness) or race; age; disability; religion or belief (including absence of belief); marital or civil partnership status; sexual orientation; pregnancy; gender re-assignment; and sex.

Abuse or adverse comments regarding any FVu3a member or any member or sector of the general public, will not be exhibited at any FVu3a event, including general meetings, group meetings or on visits.

Members will act in the best interests of FVu3a and the wider u3a Movement. We will strive to uphold the reputation of the movement, and will stive not to anything which could bring our ourselves, another u3a member, or the u3a movement into disrepute or expose it to undue risk.

Policies and Procedures

Members will be expected to adhere to any policies and procedures of FVu3a, all of which are available on our website.

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Group Meetings

A core part of FVu3a is the wide range of interest groups, where people may pursue activities, skills and interests in a friendly, social setting. Members will collaborate in the running of their groups and share responsibility for helping to make meetings constructive and enjoyable. Meetings can be opportunities to share our experiences and views, but we will be equally interested in what others have to say. We will be careful to allow others to speak and to listen to them. If we ever disagree over some issue, we will do this amicably and with respect. One individual will not seek to impose their views on others.

Some discussion groups, where the members know and trust each other, may venture into controversial topics and robust exchanges of views which everyone enjoys. While individual members will most certainly have their own opinions, FVu3a itself will not hold any specific position on matters of politics or religion. A group can be a forum for discussion but not a vehicle for the promotion of any factional viewpoint.

Breaches of the Code of Conduct

We all have a responsibility to report to the Chair of the Board any breach or suspected breach of this Code of Conduct by a Member or Trustee. If the Board decides that action is required, this action will be dealt with under the Complaints and Disciplinary Procedure (see separate policy). This procedure is intended to ensure that any issues are dealt with promptly, fairly and consistently. All parties are encouraged to take a problem-solving approach to achieve resolution.

Document approved by the Board– 8th April 2025

Next review date – May 2027