

Haxby & Wigginton u3a Code of Conduct

Mutual respect, supporting and learning from each other and effective communication are key elements to our organisation. u3a members, trustees and volunteers have the right to carry out their responsibilities without being bullied or abused either verbally or physically. We expect u3a members, trustees and volunteers to:

- Treat everyone with dignity and respect regardless of their age, gender, ability, race, cultural background, sexual orientation or religious belief.
- Maintain a respectful attitude towards the opinions of others.
- Act as a good role model with appropriate behaviour.
- Act in the best interest of the Haxby & Wigginton u3a and not do anything which may bring it into disrepute or expose it to undue risk.
- Uphold the Principles of the u3a movement.
- Promote diversity, equality, and inclusion in everything we do.
- Abide by Haxby & Wigginton u3a policies and procedures (as relevant to their role).
- Use Haxby & Wigginton u3a resources responsibly and only to further its stated charitable objects and purposes.
- Reflect the current organisational policy of The Haxby & Wigginton u3a, regardless of whether it conflicts with personal views.
- Ensure organisational and individual confidentiality at all times.

We expect everyone to contribute in a positive way and ask that everyone keep this Code of Conduct in mind to make the Haxby & Wigginton u3a a positive place to be a part of.

The Haxby & Wigginton u3a operates a zero-tolerance policy towards violence, harassment, bullying and sexual, religious or racial discrimination of its members, volunteers and trustees. If this is identified, Haxby & Wigginton u3a will take appropriate action to protect the relevant parties.

All those who are part of the u3a movement have a duty to report any safeguarding concerns.

If you have any queries or concerns regarding the above, please contact the Haxby & Wigginton u3a Secretary:

Email secretary@hawu3a.org

Mobile number 07434 887209.

16 March 2026

Review date March 2029