

## **SURVIVORS TOGETHER**

### **CODE OF CONDUCT**



Survivors Together is an organisation with a strong sense of community and support within our network. We are committed to maintaining and promoting a community where members and others can engage with each other in a supportive and mutually respectful manner.

This Code of Conduct applies to all involved with Survivors Together, whether a member, steering group member, trustee, employee, volunteer or any other relationship with Survivors Together.

All of the above are required, as a condition of their involvement with Survivors Together, to adhere to the following code of conduct. Failure to do so may lead to your relationship with Survivors Together being terminated.

#### **All are expected to:**

- Respect the views, opinions, knowledge, experience and expertise of others at all times: in meetings; discussions, 1:1 contact; social media and in all other communication channels under the umbrella work of Survivors Together
- Be polite, honest and supportive of others involved with Survivors Together in whatever capacity.
- Always strive to uphold good practice in their communications and uphold the reputation of Survivors Together.
- Not discriminate against, bully or harass others on the basis of: cultural and role difference, including (but not exclusively) those involving age, disability, education, ethnicity, gender, language, national origin, political beliefs, race, religion, sexual orientation, marital or family status and socio-economic status.
- Not knowingly act in a manner inconsistent with this code, or knowingly cause or permit others to do so.

#### **Breach of the Code of Conduct**

A complaint regarding a breach of the code of conduct can be made by anyone, whether they are a Survivors Together member or not.

In the first instance, please direct your complaint in writing to the Director, or if they are unavailable or the complaint relates to them, to the Chair of the Trustees.

Any complaint should be submitted within two months of the alleged breach of conduct.

March '23