

Chester u3a Member Code of Conduct

1. Our ethos

Chester u3a is a self-help learning community run by its members for its members. Everyone gives their time freely. We expect all members to help maintain a friendly, welcoming and supportive environment in which everyone feels comfortable to participate.

2. Expected behaviour

Members agree to:

Show respect and courtesy by:

- treating all members with politeness and consideration, including Group Leaders and Committee members
- listening to others' views, even when you disagree
- expressing concerns or criticism constructively and calmly
- avoiding behaviour that could be seen as intimidating, disruptive, offensive or dismissive

Support the organisation by:

- acting in the best interests of Chester u3a
- abiding by the Constitution and agreed policies
- supporting the decisions of the elected Committee
- following guidance given by Group Leaders relating to the safe and smooth running of activities

Promote inclusion by:

- helping create a welcoming atmosphere for new members and visitors
- respecting differences in background, beliefs, opinions and abilities
- not engaging in bullying, harassment or discriminatory behaviour

Communicate appropriately by:

- raising problems or complaints through the appropriate channels rather than during meetings or activities
- keeping personal details up to date with the Membership Secretary
- respecting reasonable confidentiality in u3a matters

3. Unacceptable behaviour

The following are not acceptable within Chester u3a activities or meetings:

- Rudeness or personal remarks towards any member, including volunteers carrying out u3a roles
- Persistent interruption or disruption of speakers or meetings
- Bullying, harassment or discriminatory language or behaviour
- Any conduct likely to bring Chester u3a into disrepute

4. If problems arise

Most issues can be resolved informally through discussion. However, the Committee may take appropriate action if behaviour repeatedly falls below the standards in this Code. This may include a warning and, in serious cases, termination of membership in accordance with the Constitution.

This Code of Conduct was approved by Chester u3a Committee in March 2026.

Review date March 2029