

THE NETWORK OF INTERNATIONAL WOMEN FOR BRIGHTON & HOVE

Constitutional Code of Conduct

The Network of International Women for Brighton & Hove provides a safe space for women from diverse cultures to meet, share experiences, knowledge and learning, support one another and build friendships.

The Network is based on much valued contributions and work of volunteers and as such, consideration will be given to meeting their preferred ways of working.

This Code of Conduct shall be applied to everyone participating in the work of the Network, whether as a Trustee, a member of the Steering or Working Groups, other sub-groups, or as an individual member of the Network.

Everyone will be treated with dignity and respect regardless of race, ethnicity, religion or faith, gender, sexual orientation, age or ability.

No one will be harassed, abused or intimidated on these or any other grounds and any such incidents will be taken seriously. Language, humour or derogatory comments that people could find offensive will not be used either in direct, person to person, conversations or meetings, or in emails, social media or other forms of communication.

At all times individual views and feelings will be valued and respected and everyone encouraged to have their voice heard, contribute, and to participate alongside others.

Differences of opinion and breaches of the Code of Conduct which cannot be resolved through informal discussion or meetings between affected parties, will be taken to the earliest available meeting of the Trustee Board for formal consideration and resolution. Such resolution may include temporary or permanent exclusion from future participation in the work of the Network.

A detailed procedure for the formal consideration of unresolved differences of opinion and breaches of the Code of Conduct will be developed for future approval by the Trustee Board.