



U3A Banyule Inc A0013622D

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U3A BANYULE CODE OF CONDUCT POLICY

Introduction

The ethical climate of an organisation is an essential element in establishing its credibility and furthering its mission. U3A Banyule is dedicated to providing a competent and ethical service and undertakes to provide its members with a trustworthy, fair, honest environment based upon equal opportunity to participate in U3A programs and activities.

Purpose

The purpose of this policy is to document U3A Banyule's Code of Conduct for members and the processes that will be followed where a breach of the Code of Conduct is reported.

Policy

U3A Banyule commits itself to operating in accordance with this Code of Conduct for the benefit and protection of the organisation and of members' personal rights. The principles set out in this Code of Conduct apply equally to all members and volunteers.

Every member of U3A Banyule has the right to:

- feel safe and respected;
- a supportive and positive learning environment;
- participate in learning, social and recreational opportunities;
- receive services fully compliant with U3A norms;
- make a complaint and receive prompt and fair resolution thereof;
- have access to guidelines, policies and procedures adopted by U3A Banyule.

Every member of U3A Banyule has the responsibility to:

- respect the beliefs, needs and background of others;
- act and speak respectfully;
- understand and follow the organisation's guidelines, policies and procedures;
- carry out all activities in an appropriate manner;
- work cooperatively for the benefit of all members;
- seek specific approval from the President before speaking on behalf of U3A Banyule, including those members appointed to liaise with external committees;
- maintain positive relationships;

- care for the property and possessions of the organisation;
- help create an inclusive environment;
- report actual or potentially unsafe situations or conduct;
- wear a name badge, with emergency contact details, to assist in the governance of the organization;
- comply with Government Health regulations and related U3A Banyule policies
- avoid class attendance when displaying any signs of infectious status (e.g. Covid, RSV, influenza). Inform the Health and Safety Officer if they have a positive Covid 19 test result;
- ensure that they are fit and well hydrated before attending classes, especially in hot weather;
- follow the advice of their medical practitioner in relation to their capacity to engage in physical activity.

The principles set out in this Code of Conduct are intended to apply to any U3A Banyule related context including classes, activities, social functions, meetings, conferences and holiday trips. A breach of this Code of Conduct may result in disciplinary action. Breaches of this Code of Conduct or any other of our policies and procedures will be managed under the Grievance Policy or Disciplinary Procedure as appropriate. All policies are available on our website. The Grievance Policy and Disciplinary Procedure are in the Rules of Association, other policies are posted under individual titles. For further information or advice contact the Secretary at Secretary@u3amelbcity.org.au

Procedures

Where a person believes they have been subject to treatment or conduct that is in breach of this Code of Conduct he/she may lodge a complaint with U3A Banyule's Secretary. The Secretary will inform the President immediately. Any complaint of a breach of this Code of Conduct will be handled in accordance with U3A Banyule's Grievance Policy, which is outlined in the Constitution. Any queries about this Code of Conduct should be referred to U3A Banyule's Secretary.

Responsibilities

U3A Banyule's Committee of Management is responsible for:

- developing, adopting, implementing, publishing and reviewing this Code of Conduct;
- investigating and resolving any complaint made about a breach of this Code of Conduct.

U3A Banyule's Secretary is responsible for

- receiving and responding to enquiries about this Code of Conduct;
- receiving complaints about an alleged breach of this Code of Conduct and for bringing the matter before the Committee of Management promptly.

Related Policies

- I. U3A Banyule’s Privacy Policy.
- II. U3A Banyule’s Sexual Harassment Policy.
- III. U3A Banyule’s Health and Safety (Serious Injury & Incident Reporting & Investigation) Policy.
- IV. U3A Banyule’s Terms and Conditions of Membership.

VERSION	STATUS	DATE
2	Endorsed by CoM	December 2017
3	Endorsed by CoM	25 October 2021
4	Draft	30 June 2022
5	Endorsed by CoM	15 July 2022
6	Draft	8 July 2024
7	Endorsed by CoM	19 July 2024
8	Draft	23 April 2025
9	Endorsed by CoM	19 July 2025
10	Endorsed by CoM	17 July 2026