
GAIRLOCH AND LOCH EWE ACTION FORUM (GALE)

MEMBERS' CODE OF CONDUCT

All members of GALE are expected and required as a condition of their membership to adhere to this Code of Conduct. The Code of Conduct for members has been designed by the GALE Board to give clear guidance as to what is deemed reasonably acceptable, and what will result in an individual's membership being withdrawn.

All members of GALE undertake to:

- Understand, support and where possible promote the mission, values and vision of GALE.
- Conduct themselves with integrity, honesty and respect for the dignity of others at GALE meetings and events and whenever speaking in their capacity as a member of GALE.
- Ensure their actions do not exploit any relationship with any volunteer, Director or member of staff of GALE for personal benefit or gain.
- Ensure no activities or actions they take can be construed as damaging to the good name and reputation of GALE, its staff, volunteers or other members.
- Not act in a manner that is abusive, disrespectful, insulting or deliberately hostile to other members, volunteers, Directors or staff of GALE.
- Not knowingly act in a manner inconsistent with this Code, or knowingly cause, tolerate or permit others to do so.

Any perceived or reported breach of the above undertakings will be explored with the member concerned and may result in their membership of GALE being withdrawn.

The following when in connection with their membership of GALE will result in the individual's membership being immediately revoked.

- Physical aggression towards another person
- Verbal abuse, including swearing and / or using threatening or intimidatory language
- Active engagement in disruption of the business of and/or damaging the public reputation of GALE, putting at risk their own or another's safety
- Substance abuse
- Possession and/or use of an offensive weapon
- Theft, fraud or embezzlement
- Any act of vandalism

BREACH OF THE CODE OF CONDUCT

A complaint regarding a breach of the Code of Conduct may be made by either another member, volunteer or member of staff of GALE, or by a member of the public.

The complaint should be in writing, addressed to the Vice Chair of the Board of Gairloch and Loch Ewe Action Forum and made no later than three months after the date of the alleged breach.