



# Union Workers' Union

## General Code of Conduct for Members

**Last updated: 20 November 2024**

### **Introduction**

This Code of Conduct sets forth the standards of behaviour expected of all members of the union. Adherence to this Code ensures that members act with integrity, respect, and professionalism, fostering a positive and productive work environment.

### **Core Values**

1. *Integrity*: Uphold honesty and strong moral principles in all actions.
2. *Respect*: Treat all individuals with dignity and consideration.
3. *Professionalism*: Demonstrate a commitment to high standards of work and conduct.
4. *Equity*: Promote fairness and justice for all members.
5. *Solidarity*: Support and stand with fellow union members.

### **Professional Conduct**

1. *Adherence to Laws and Policies*:
  - Comply with all applicable laws, regulations, and union policies.
  - Ensure that actions do not violate legal or ethical standards.
2. *Confidentiality*:
  - Respect the confidentiality of all sensitive information obtained in the course of duties.
  - Do not disclose any confidential information without proper authorisation.
3. *Conflict of Interest*:
  - Avoid situations where personal interests conflict with union responsibilities.
  - Disclose any potential conflicts of interest to the appropriate authority.

### **Respect and Equity**

1. *Non-Discrimination*:
  - Treat all members and colleagues without discrimination based on protected characteristics as defined by the Equality Act 2010 or on any basis such as class or economic status.
2. *Harassment-Free Environment*:
  - Refrain from engaging in any form of harassment, bullying, or intimidation.

- Report any instances of harassment or inappropriate behaviour to the General Secretary or Executive Committee.
3. *Cultural Sensitivity:*
- Recognise and respect the diverse backgrounds and perspectives of all individuals.
  - Engage in continuous learning about cultural competency.

### **Professional Interactions**

1. *Collaboration:*
- Work cooperatively with colleagues, other union members, and stakeholders.
  - Foster a spirit of teamwork and mutual support.
2. *Communication:*
- Communicate clearly, respectfully, and honestly.
  - Listen actively and provide constructive feedback.
3. *Dispute Resolution:*
- Address conflicts and disagreements in a professional and respectful manner.
  - Utilise established procedures for conflict resolution and seek mediation if necessary.

### **Commitment to the Union**

1. *Participation:*
- Actively participate in union meetings, activities, and initiatives.
  - Contribute to the growth and success of the union.
2. *Advocacy:*
- Advocate for the rights and interests of all union members.
  - Support efforts to improve working conditions and professional standards.
3. *Continuous Improvement:*
- Engage in professional development and training opportunities.
  - Strive to improve skills and knowledge relevant to union activities.

### **Accountability**

1. *Responsibility:*
- Take responsibility for your actions and decisions.
  - Be prepared to explain and justify professional conduct.
2. *Reporting Misconduct:*

- Report any unethical behaviour, violations of this Code, or misconduct to the General Secretary or Executive Committee.
  - Cooperate with investigations into reported misconduct.
3. *Consequences:*
- Understand that violations of this Code of Conduct may result in disciplinary action, including suspension or expulsion from the union.

### **Conclusion**

This Code of Conduct is designed to ensure that all union members act in a manner that promotes the values and objectives of the Union. By adhering to these standards, members contribute to a respectful, fair, and professional work environment.