

## **CODE OF CONDUCT**

Littlehampton u3a has a Code of Conduct. Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in Littlehampton u3a.

- If any member of Littlehampton u3a feels they have been discriminated against by Littlehampton u3a or harassed at a Littlehampton u3a event they should raise this with the committee. The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).
- If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.
- If the complaint is against Littlehampton u3a as a whole and is upheld, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how it proposes to do this.
- Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to Littlehampton u3a's Constitution. The u3a will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

This policy will be reviewed every two years.

Code of Conduct reviewed: November 2025  
Next review: November 2027