

CAFNEC Code Of Conduct

Organisational Values and Vision

- Management Committee, staff and volunteers of CAFNEC have read, understand and commit to upholding the vision and values of CAFNEC.
- Those who complete work, paid or unpaid, associated with CAFNEC will operate within the bounds of CAFNEC's constitution.

Personal Conduct

- Treat all fellow members, volunteers and non-members with courtesy and respect.
- Demonstrate personal and professional integrity, fairness, honesty, accountability, efficiency and effectiveness.
- Provide constructive feedback and criticism in an honest and respectful way.
- Ensure that if a conflict arises, it is reported and grievance and/or conflict policies/procedures are used to resolve the conflict in a respectful and timely manner.
- Behave with transparency in processes and decision making, to help ensure the visibility and quality of our work can be the best it can.
- Practice positive leadership exemplified by open communication, creativity, dedication, and compassion.
- Ensure accountability in our work, commitments and to each other.
- Exercise caution and diplomacy around all public (including online) communications and remember that while working or volunteering at CAFNEC, you are representing the organisation, not yourself.
- Timeliness. Make every effort to be on time to meetings and other events, in order to respect the time of others

Equity and Inclusion

- Understand and recognise the importance and value of diversity at CAFNEC.
- Promote and encourage equity and inclusiveness throughout the organisation and, in its decision-making, be free of any bias with respect to age, gender identity, ethnicity, cultural background and abilities.
- Actively combat sexism, racism, queerphobia and ableism wherever it emerges.
- Avoid jargon where possible and be willing to clearly articulate for anyone who may be unfamiliar with concepts we introduce.
- Create an organisation where it is safe to ask questions about something you don't understand.
- Contribute to positive behaviour and culture by showing respect for others opinions and allowing everyone a fair and equal opportunity to contribute to discussion / decision making.

CAFNEC will not tolerate bullying and threatening behaviour. Any behaviour of this type will be considered a breach of the Code of Conduct.

Management Committee members are also required to conduct themselves in accordance with legal duties which can be seen in the Compliance Policy.