



NWR Member Code of Conduct

It is important that members read, understand and agree to abide by NWR's code of conduct to ensure an enjoyable and fulfilling membership experience for themselves and other members.

Members must...

- Show kindness and respect to all fellow NWR members new and existing.
- Be respectful and kind to all NWR staff members, volunteers, trustees and patrons. Any form of abuse will not be tolerated.
- Show zero tolerance relating to any form of discrimination including racism, homophobia, transphobia.
- Be embracive of all members regardless of sexual orientation, marital status, ethnicity and religious and political beliefs
- Raise any concerns and complaints around discrimination and bullying immediately with their LO and/or the national office.
- Express their thoughts, comments and personal views in an appropriate and respectful manner.
- Make new members feel welcome and be helpful in answering their questions while they are getting to know NWR.
- Make reasonable adjustments to allow members with mobility concerns to attend and take part in meetings.
- Be aware that not all disabilities are visible.
- Be respectful and tolerant of every member's opinion even if it differs from your own.
- Understand that unacceptable behaviour will be reported and investigated and may lead to cancellation of membership.

NWR has a Member Grievance Policy and a Member Disciplinary Policy in place should a complaint need to be escalated.

Date: October 2022, version 1