

London Irish Network



Code of Conduct

London Irish Network (herein referred to as the Club) is based on a set of principles, values, standards, and/or rules of behavior that guide its decisions, procedures and systems that:-

(a) Contributes to the welfare of its members, and (b) respects the rights of all those affected by its operations.

Rule 1. Respect & Integrity:-

Members are responsible for respecting the integrity and dignity of each and every Club member.

Rule 2. Representation:-

A member's character and actions are a reflection of the Club's reputation and as such, members must not behave in a manner that adversely affects the reputation of the Club at any events or meetings.

Rule 3. Confidentiality:-

Club members are responsible for providing accurate information. A member should not share any information about Club members to other members and nonmembers or outside agencies, in any form, e.g. written, electronic, social media, and verbal.

Members have a right to:

1. Be treated fairly, equally and with respect by The Club, its Committee and other members.
2. Socialise in an environment free from all forms of harassment and discrimination.
3. Privacy and confidentiality. Their personal records, documentation or information relating to them must be protected. If it is deemed necessary to share information about a member, then this must be on a need to know basis only and consent must be given by the Club Chairperson (or designated representative) and the affected member should be notified.
4. Be informed and actively involved in all Club events.
5. Voice their opinions to the Club's committee.

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Members must:

1. Treat other members, guests, staff at venues and other patrons (where a social club function is being held) fairly, equally, with respect and courtesy.
2. Behave legally, responsibly and conduct themselves in a manner which will not harm, cause embarrassment or injure the Club's reputation.
3. Not physically or verbally attack or harass others.
4. Report any inappropriate behavior of a member to the Club's committee.
5. Abide by the Club's Code of Conduct.

Breaches of this Code of Conduct by any members will be investigated, discussed and an appropriate course of action will be taken by the Club's committee following a majority vote. Action may include a verbal and /or written warning, suspension or revocation of membership.

Complaints Procedure:-

A member of the London Irish Network (LIN) committee shall be appointed to oversee that these procedures are been applied and administered in a fair way.

- (1) A complaint should be submitted in writing to the LIN committee within 2 weeks of the incident occurring against the member(s) concerned with evidence. Presented in writing to the committee.
- (2) Those been complained about once it has been received should Present evidence in writing within 2 weeks in response.
- (3) The LIN committee will decide on a course of action to take. A decision should be made after consideration of all submitted evidence within 2 weeks or by the next committee meeting.

Action to be taken in response to the complaint if it is valid.

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1) Written Warning:-

To improve behaviour in line with the code of conduct. If further complaints occurs suspension of membership may follow to be decided by the LIN committee confirmed in writing.

(2) Suspension of Membership:- for a period of 3 to 6 months (including major events) during this time shall not be able to attend club events even as guest of another member. Decision to be made by the LIN committee confirmed in writing.

(3) Revocation of Membership:- This should only occur if 1 & 2 have failed to improve the members conduct. This measure should be decided by the LIN committee & confirmed in writing.

The above 3 courses of action will be undertaken by the LIN committee in good faith on behalf of the membership.

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LIN COMMITTEE MEMBERS 2017- 2018

Chairperson:	Paul Barron	01923 819 054	chairman@londonirish.org.uk
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