



## **Scarborough Mates Code of Conduct.**

The Code of Conduct will be strictly enforced for every person in Mates at any time.

1. No form of abuse, neglect, violence, anti-social behaviour or infringements of the rights of others will be tolerated.
2. Alcohol and drugs are prohibited in Mates accommodation and any person showing signs of having taken alcohol or drugs will be asked to leave immediately.
3. Mates Members and Associates will respect the confidentiality of all individuals, whether present or not, and refrain from mentioning specific information which may cause embarrassment of any member or associate, unless given their consent.
4. Members and Associates must accept that Mates exists for the benefit of all Mates, irrespective of religion, political views, nationality, disability, age or ethnicity.
5. Mates shall treat each other with fairness and consideration showing regard for people's feelings and respect for their contribution.
6. Mates works best when members and associates work as a team. Every member or associate should take responsibility for helping and supporting each other.
7. Every Member and Associate has a responsibility for Health and Safety and ensuring procedures are adhered to at all times by everyone. Every Member or Associate should see themselves as a safety officer, regardless of any formally appointed positions for that purpose.
8. Differences can sometimes get personal or be hard to resolve for other reasons. Members and Associates should be prepared to recognise when this is happening. They should find fair ways of cooling things down through mediation or team building sessions, for the benefit of everybody. If no resolution can be found, the Trustees will decide how to resolve the issue.
9. No Trustee shall use their position of power for personal gain or wrongful treatment of others.

Any person breaching the Code of Conduct may be asked to leave our premises and the Trustees shall decide when they may return or any other action required through the disciplinary procedure.