

# Nature Recovery Teg Down

## Code of conduct

As a member of Nature Recovery Teg Down I agree to abide by our Group's values of:

- Integrity, respect and honesty and openness

and understand that, as a non-political organisation Nature Recovery Teg Down works with people with diverse affiliations and viewpoints.

In particular:

- I will not break the law.
- I will abide by our policies and procedures.
- I will declare any conflict of interest or of loyalty
- I will engage in debate and voting in meetings according to procedure, maintaining a respectful attitude toward the opinions of others while making my voice heard.
- I will respect equality of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Nature Recovery Teg Down does not tolerate behaviour which produces damaging or hurtful effects, physically or emotionally, on people. Inappropriate behaviour includes abusive, threatening or intimidating behaviour and applies to phone calls, emails, letters, in person and face-to-face meetings. This includes:

- insults and name-calling
- swearing, offensive language and gestures
- inappropriate jokes
- ridiculing and undermining behaviour
- inappropriate or unnecessary physical contact
- physical assault or threats of physical assault
- intimidating, coercive or threatening actions and behaviour
- unwelcome sexual advances
- isolation, non-cooperation or deliberate exclusion

- inappropriate comments about a person's appearance
- intrusive questions or comments about a person's private life and malicious gossip
- offensive images and literature
- pestering, spying or stalking.

**If somebody's behaviour is making you feel uncomfortable or you find it unacceptable**, report it to a member of the Steering Committee

**Keep a log of any inappropriate behaviour** which might include phone calls (including missed calls and messages), emails, letters, and face-to-face meetings.

**If you are concerned for your own safety**, report the behaviour immediately to the police.