

THE ENGLISH-SPEAKING UNION BRANCH CODE OF CONDUCT

Key Elements for a Branch Code of Conduct

- Professionalism & Respect: Clear expectations for respectful communication with each other, National staff and members
- Governance & Leadership Responsibility: Board members must fulfill duties and facilitate smooth leadership transitions
- Compliance with National Policies: A requirement to follow national policies, financial procedures, and membership processes
- Conflict Resolution & Disciplinary Actions: A mechanism for addressing misconduct, including warnings, mediation, or removal from the Board

General Standards of Conduct

- Respect & Professionalism – All members, Board members, and volunteers must engage with each other, National staff, and the community in a respectful, professional, and courteous manner. Harassment, discrimination, or inappropriate communication will not be tolerated
- Accountability – All Branch leadership must act in the best interests of the Branch and the organization as a whole. Board members have a fiduciary duty to ensure compliance with policies and procedures
- Compliance with National Policies – The Branch and its Board members must adhere to all policies, bylaws, and directives set forth by the National Office

Communication Standards

- Interaction with National Staff – Board members and volunteers must professionally communicate with National staff. Inappropriate, hostile, or unprofessional correspondence will be subject to review and potential disciplinary action

Disciplinary Actions – Violations of this Code of Conduct may result in:

- A formal warning from National
- Temporary or permanent removal from the Branch Board
- Additional measures as deemed necessary by the National Office