

Code of Conduct – Salsa Bangor

Our Commitment

Salsa Bangor respects the rights, dignity and worth of every person involved in its activities. Salsa Bangor is committed to creating an environment free from discrimination, intimidation, harassment and abuse and believe it is the responsibility of all of its members to challenge discriminatory behaviour and promote equality of opportunity.

Standards of Behaviour

Members of Salsa Bangor (including volunteers and contractors) are solely responsible for their conduct. Members must therefore:

- Respect the rights, dignity and value of others,
- Operate within the rules of the constitution
- Treat venues, volunteers, contractors and members with respect, and abide by any rules which may apply
- Refrain from any form of bullying or harassment (see separate policy)
- Respect the decisions of the committee and volunteers, making any appeals through formal channels
- Refrain from the use of illegal substances whilst at Salsa Bangor
- Refrain from publishing online any abusive or defamatory comments about other members, including hostile or harassing communications.

Members are strongly encouraged not to condone, or allow to go unchallenged, any form of bullying, discrimination or harassment. If witnessed, members are strongly encouraged to report it to a committee member.

Breaches of the Code of Conduct

Section D of Salsa Bangor's constitution states:

The Committee may expel someone from Membership, provided it is in the best interests of the Club to do so, and they are given the right to be heard by the Committee before the decision is made. At this hearing they may be accompanied by a friend.

Salsa Bangor is committed to properly investigate all complaints. These can be made to any committee member and will be forwarded to The Chair. The process for investigating and deciding on the outcome of a breach of this Code of Conduct will follow the Salsa Bangor Bullying and Harassment policy process.