

# Guidance on Conduct

The Co-operative Party believes that our co-operative values should be reflected in our actions as well as our policies. We want all members to feel safe, welcome and respected in our Party.

There is no place in the Co-operative Party for intolerance or abuse. We take seriously all complaints of harassment and discrimination and will not tolerate such behaviour at our events or online.

We want our events to be accessible and welcoming, encouraging maximum attendance and participation and conducted in a friendly and co-operative way, in accordance with the rules & standing orders and in a manner that enables all views to be heard.

## Sexual Harassment

The Co-operative Party has a procedure for dealing with complaints of sexual harassment.

Sexual harassment is action of a sexual nature which is not welcomed by the person suffering it. It can include, but is not limited to: unwanted physical contact; sexual teasing or suggestive remarks; sexual assault; requests for sexual favours; sexist jokes; display of explicit or indecent images.

If you are subject to or witness any form of harassment during this event, please contact Karen Wilkie on 07930 415488 or speak to any member of staff.

## Social Media

Statement on Social Media Conduct (extract from Co-operative Party Rules Section U)

1. The Co-operative Party recognises that social media and other forms of digital communications are a vital part of modern campaigning and communications.
2. We have an important part to play in political and public debates and a vital contribution to make in discussions about how to create a more co-operative United Kingdom. We should be loudly and proudly making the case for co-operation using all appropriate channels.
3. We are absolutely clear that the rules of the Co-operative Party apply just as much to activity that takes place on-line as it does to more traditional political activities like Party meetings.
4. Our co-operative values dictate that we will treat others with respect and not make personal attacks or abusive or intimidating remarks. Individual members not meeting these high standards in their conduct online may be subject to disciplinary action under the Party's Rule Book.

The Party's rules are published on our website at <https://party.coop/members/the-rule-book/>

## Safeguarding

The welfare of children and adults at risk is paramount and it is the responsibility of all staff, volunteers, members and elected representatives to behave with integrity, maturity and good judgement.

### Abuse of a position of trust

Staff, members and volunteers, including elected representatives, should be aware that they may be seen as role models by children, young people and adults at risk and therefore they must act in an appropriate manner at all times.

They must not engage in sexual activity or allow a sexual relationship to develop with any member under the age of eighteen years old.

**It is essential that staff, volunteers, members and elected representatives do not:**

- Conduct a sexual relationship with a child or have any form of sexual contact with a child involved in Co-operative Party activity. Any such behaviour between an adult member of staff, member, volunteer or elected representative and a child involved in Co-operative Party activity represents a serious breach of trust on the part of the staff member, party member or volunteer;
- Physically, emotionally or sexually abuse, maltreat or exploit any child or an adult at risk or neglect their basic physical and psychological needs;
- Exaggerate or trivialise child abuse or the abuse of adults at risk;
- Make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to, or in front of, children or discuss adult sexual relationships in front of them;
- Rely on their reputation or that of the Co-operative Party or any elected office that they hold to protect them;
- Give or receive gifts and/or substances such as drugs, alcohol, cigarettes, e-cigarettes to or from a child;
- Encourage or appear to encourage children to drink alcohol or take drugs;
- Allow their judgment to be impaired by alcohol or any other substance when acting in a position of trust

**Definitions**

**Child:** A person under the age of eighteen years old. The fact that a young person has reached the age of sixteen, is living independently, is in further education, is a member of the armed forces, is in hospital or is in custody does not change their entitlement to protection.

**Adult at risk:** A person aged eighteen years old or over, who is, or may be, in need of community care services by reason of mental or other disability, age or illness; and who is, or may be, unable to take care of him themselves, or unable to protect him or herself against significant harm or exploitation

**If you have any concerns about, or witness something that may be a safeguarding issue you have a duty to report it immediately. Please call Karen Wilkie on 07930 415488 or contact any member of staff.**