



## Dorchester Men's Shed C.I.C. Code of Conduct

Date of adoption: 1<sup>st</sup> June 2018

The Code of Conduct will be strictly enforced for every person in Dorchester Men's Shed C.I.C. (the Shed) at any time.

1. The Shed exists to be a positive blessing in the lives of our members, our hosts, and our surrounding community, and we abide by the following values:
  - Belonging - we act to create an inclusive environment, where every person & contribution is valued
  - Team work – wherever we can, we work together to achieve
  - Encouragement – look for the positive, and highlight it
  - Safety - we are collectively responsible for keeping each other safe
  - Generosity – of time, resources and attitude
2. No form of abuse, neglect, violence, anti - social behaviour or infringements of the rights of others will be tolerated.
3. Alcohol and drugs are prohibited in the Shed and any person entering the Shed showing signs of having taken alcohol or drugs will be asked to leave immediately.
4. Members of the Shed will respect the confidentiality of all individuals, whether present or not, and refrain from mentioning specific information which may cause embarrassment of any member, unless given their consent.
5. Members must accept that the Shed exists for the benefit of all of its members, irrespective of religion, political views, nationality, disability, age or race.
6. Every member has a responsibility for Health and Safety and ensuring procedures are adhered to at all times by all members. Every member should see themselves as a safety officer, regardless of any formally appointed positions for that purpose.
7. Differences can sometimes get personal or be hard to resolve for other reasons. Members should be prepared to recognise when this is happening. They should be ready to 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 management Committee will decide how to resolve the issue in accordance with their voting procedures set out in the constitution.
8. No member of the Management Committee shall use their position of power for personal gain or wrongful treatment of others.

Any person breaching the Code of Conduct will be asked to leave the Shed and the Management Committee will make a decision as to whether the person will be permitted to return to the Shed.