

## **The European Movement UK Code of Conduct**

1. The European Movement (EMUK) is a democratic organisation, operating in accordance with its Constitution. Our authority is derived from our members via Annual General Meetings and Special General Meetings. Between General Meetings we are governed through our representative National Council, National Executive and Officers, as well as our Branches Forum and affiliated bodies.
2. In a large, complex and disparate organisation of volunteer activists and campaigners from different political parties and none, it is important that in both our internal and external relationships we maintain civility among our colleagues when opinions differ. We must respect the need for privacy and maintain confidentiality where appropriate, including to facilitate impactful campaigning. As a grassroots organisation, it is vital that we create an environment where members, supporters and other volunteers feel comfortable and welcome to campaign on a topic we are all passionate about, i.e. the UK and its relationship with the EU.
3. As a member you have the right to be treated fairly, equally and within the bounds of our rules, which include this Code of Conduct. You also have the responsibility to behave in a way that does not negatively impact other members, staff, volunteers, people who interact with EMUK in a professional capacity, or the organisation's reputation.
4. We encourage robust and passionate debate on the EU, both internally and with external partners and the general public. We also expect our members to behave lawfully and honestly, to be sensitive to other people's feelings and respect their right to have and express different views to their own.
5. Our responsibilities as EMUK members apply not only to our personal conduct, but also to all communications, including through electronic methods such as email, social media, telephone, video calls and all other forms of media, where privacy, confidentiality and defamation considerations can arise. Video and audio proceedings should not be recorded and reproduced without the prior agreement of all participants who are identifiable in such recordings.
6. We all should ask ourselves the following questions when acting internally or externally:
  - Could what I am intending to do, say or write (in any format) be taken by somebody else as intimidation, harassment or bullying?
  - Could my remarks be regarded as defamatory?
  - Am I acting in EMUK's best interests?

- Am I disclosing any information or contention which could do damage to the reputation of EMUK if it came to the attention of the media?
  - Am I declaring all my relevant interests, if asked to make such a declaration?
  - Is what I am doing compliant with data protection regulations and law and EMUK's data usage rules?
  - Am I copying emails only to those who need to be aware of and / or act on their content?
  - Are my communications and actions inclusive of diverse audiences, including those groups of people with protected characteristics under the 2010 Equality Act? These include older, younger and disabled people, people with non - binary gender identities and / or who are transgender, women, including those who are pregnant or parents, people with different religions or beliefs and people from different racial backgrounds.
  - Is what I am doing in line with our Constitution, this Code of Conduct and EMUK's other rules?
7. Emails expressing opinions, especially indicating views contrary to those expressed by other members, should be kept factual and should avoid unnecessary embellishment which could be exploited by the media and / or opponents of our aims. Emails and other communications should not be mass copied to large groups of members unnecessarily, even if they all belong to a certain group (e.g. all members of the National Council), as this invades the privacy of those who are not directly involved.
8. Comments referring – directly or by implication – to EMUK, its officers, its members or its staff must be respectful and respect the confidentiality of the organisation and individuals. Private, internal correspondence must never be reproduced in public without explicit consent of the organisation.
9. Personal information about EMUK members, officers or staff must never be reproduced without the explicit permission of the individual(s) concerned.
10. Members of the National Executive and National Council shall be required to submit to the Secretary of EMUK a list of any roles held in political parties, other pro - European organisations and any major actual or potential suppliers to EMUK and its affiliates. The Secretary shall maintain a register of such interests. Any omissions from the register of interests which have been identified must be brought to the attention of the Chair of any meeting at which the member responsible is a participant and the register corrected accordingly.

11. Depending upon the severity, any breaches of this Code of Conduct may result in disciplinary action being taken. Behaviour which is unlawful, dishonest, deceitful, violent, threatening, or the intentional disclosure of information which is confidential to EMUK and could bring the organisation or any or all of its members into disrepute, will constitute grounds for potential disciplinary action.
12. If you are unsure about any of these clauses, then take advice before acting. Your local branch officers, National Council representatives and / or EMUK staff may be able to help. They may be able to act as useful sounding boards. They can also direct you to appropriate sources of expertise regarding possible breaches of this Code, including the EMUK Disciplinary Committee.
13. If you consider that this Code of Conduct may have been breached by a member of EMUK you may make a formal complaint to the EMUK Complaints Manager, who will refer it to the EMUK Disciplinary Committee for review in accordance with the European Movement Disciplinary Procedure (see separate document).
14. EMUK reserves the right to refer any breach of this Code of Conduct which breaks the criminal or civil law to the police or to other relevant regulatory and / or public bodies, whether or not it is also being dealt with internally under this Code of Conduct.
15. This Code of Conduct will be reviewed regularly - at least once a year - by the Disciplinary Committee, with any proposed changes taken to the National Council for approval.
16. A copy of the current Code of Conduct, which has been approved by the National Council of EMUK, will be posted on the EMUK national website.

**This version of the Code of Conduct (v2.3.1) was approved by the EMUK National Council on 9 September 2023**