

# Code of Conduct and Equality & Diversity Policies

## Code of Conduct

As a military veteran's association with strong links to both past and current serving

RAF personnel, it is imperative that all members conduct themselves in an appropriate manner when representing the Association. On most occasions we are

in the presence of serving personnel from all services and of particular importance is

the example we set to Junior Officers and ORs. Conduct should always be respectful but especially when publicly representing the Association.

Representing the Association includes, but is not exhaustive of the following:

- Parades (Remembrance, Battle of Britain etc.)
- Arranged Association Tours and Visits
- Formal and informal functions (Presidents Dinner, Reunion Dinner etc.)
- Joint events with TSW or other organisations.
- Any public speaking duties such as after dinner speeches or presentation duties – the content and nature must also be considered by the speaker so as not to offend or contravene this Code of Conduct or our E&D Policy

In accordance with the Association E&D Policy and Code of Conduct ALL and ANY

behaviour that is seen to contravene this E&D Policy or Code of Conduct or is

considered to be of an offensive or discriminatory nature will be investigated and

dealt with swiftly and appropriately.

Any Member identified as bringing the Association into disrepute may, following

investigation, result in having their membership revoked until further notice, with any

reapplication to be considered by the Chairman of the Association Committee,

in consultation with the Association President and/or Vice-President

# Code of Conduct and Equality & Diversity Policies

## Equality & Diversity

The Association has a '**ZERO TOLERANCE**' approach toward any form of discrimination, whether verbal or physical and is committed to treating all people equally and with respect irrespective of their age, disability, gender, marriage or civil partnership, pregnancy or maternity, race, colour, religion or belief, sex or sexual orientation.

