



DURHAM & DISTRICT u3a

Code of Conduct

Members of Durham & District u3a are expected to treat each other with dignity and respect.

The member Code of Conduct clarifies the standard of behaviour expected as a member of Durham & District u3a.

- Members are expected to know, follow and promote the Principles of the u3a Movement (see below) at every opportunity.
- Members must always act in the best interests of Durham & District u3a and the u3a Movement, strive to uphold its reputation and strive not to do anything which could bring Durham & District u3a or the u3a Movement into disrepute or expose it to undue risk.
- Members are expected to use Durham and District u3a's resources responsibly and only to further its stated charitable objects/purposes as set out in the Constitution.
- Members are expected to reflect the current organisational policy of Durham and District u3a, regardless of whether it conflicts with their personal views.
- Members are expected to abide by Durham and District u3a's procedures and practices.
- Members are expected to treat each other with dignity and respect at all times.

This policy was adopted on:

Reviewed:

Principles of the u3a Movement

The u3a Movement is non-religious and non-political and has three main principles:

The Third Age Principle

- Membership of a u3a is open to all in their third age, which is defined not by a particular age but by a period in life in which full-time employment has ceased.
- Members promote the values of lifelong learning and the positive attributes of belonging to a u3a.
- Members should do all they can to ensure that people wanting to join a u3a can do so.

The Self-help Learning Principle

- Members form interest groups covering as wide a range of topics and activities as they desire; by the members, for the members.
- No qualifications are sought or offered. Learning is for its own sake, with enjoyment being the prime motive, not qualifications or awards.
- There is no distinction between the learners and the teachers; they are all u3a members.

The Mutual Aid Principle

- Each u3a is a mutual aid organisation, operationally independent but a member of The Third Age Trust, which requires adherence to the guiding principles of the u3a movement.
- No payments are made to members for services rendered to any u3a.
- Each u3a is self-funded with membership subscriptions and costs kept as low as possible.
- Outside financial assistance should only be sought if it does not imperil the integrity of the u3a movement.