

1. SAMWUMED CODE OF CONDUCT (per clause 11.5.2 – Scheme Rules)

- 1.1. This code is intended to set a standard of conduct which will encourage constructive behaviour, and contribute towards an organisation founded on progressive principles and values, and at the same time will discourage destructive behaviour, such as may cause unnecessary conflict, as will serve the best interests of the collective membership.
- 1.2. To observe and to:-
 - 1.2.1. be honest to each other, the Scheme and amongst/by the general membership.
 - 1.2.1.1. Be truthful at all times
 - 1.2.1.2. Dispel rumours by presenting the facts objectively.
 - 1.2.1.3. Use the dispute resolution procedures judiciously and not to serve personal interests.
- 1.3. Do not bring the name of the Scheme into disrepute.
- 1.4. Respect the collective interests of the Scheme by promoting sound conduct.
- 1.5. Be loyal to the Scheme. This includes:-
 - 1.5.1. Promoting the Scheme principles and objectives at all times
 - 1.5.2. Discouraging destructive behaviour
 - 1.5.3. Reporting any abuse of the Scheme resources to the Principal Officer.
 - 1.5.4. Discouraging rumours and actively discouraging gossip about the Scheme, its staff, board, members and structures; whilst promoting transparency and accountability.
- 1.6. Ensure that our personal behaviour exemplifies the objects and values of the Scheme. This includes:
 - 1.6.1. Behaving in a respectable manner
 - 1.6.2. Treating all parties with equal respect and dignity
 - 1.6.3. Promote tolerance, openness and objectivity. This includes:
 - 1.6.3.1. tolerating and even encouraging others to express their viewpoints
 - 1.6.3.2. allowing others to exercise their democratic rights without fear of victimisation or intimidation
- 1.7. Actively discouraging factionalism as this inevitably has destructive consequences for the Scheme.
- 1.8. Fight chauvinism, prejudice and discrimination on all fronts, whether it is based on sex, skin colour, religion, culture, class or age or any other form of discrimination.
 - 1.8.1. The Scheme recognises that sexual harassment constitutes a form of discrimination that will not be tolerated and has adopted a sexual harassment policy in order to protect employees in the workplace.
- 1.9. Criticise in a constructive manner. This includes:
 - 1.9.1. Be specific in one's criticism and where allegations are made that this is provided with verifiable proof and in the presence of the accused party, as far as is practicable using the correct forum and institutions.
 - 1.9.2. Allowing the accused party to respond.
- 1.10. Act in a disciplined manner. This includes:
 - 1.10.1. using the correct forums and procedures for discussions and to raise queries and grievances
 - 1.10.2. Adhering to all rules and regulations.
 - 1.10.3. Use the correct channels as provided in the Scheme rules to address grievances or disputes.
- 1.11. Resolve differences or conflicts amicably and speedily. This includes:
 - 1.11.1. Act in a civil manner.
 - 1.11.2. Referring the problem higher up to the appropriate structure or official if it cannot be resolved within a reasonable time.
- 1.12. Support and promote the Scheme's principles with the broader struggle for a society free from exploitation and oppression.
- 1.13. Always uphold the objectives of the Scheme and do not bring the Scheme into disrepute.
- 1.14. Comply with the Schemes Rules.
- 1.15. Use benefits judiciously and report suspicious and/or fraudulent action.