

# **Palestine Solidarity Campaign Code of Conduct**

**December 2022**

## **Introduction**

To achieve the aims of the Palestine Solidarity Campaign, we seek to build the biggest, strongest movement possible, where all who share our aims and values are welcome. Therefore, we expect all PSC members and others who take part in our activities to be proactive in creating and maintaining an environment that is open, accessible and welcoming to everyone who shares our aims. The more of us who are standing together, raising the call for justice and equality, the louder our voice will be.

PSC is committed to the fullest possible participation of all members and supporters in all our events and activities. We want to ensure that no one who shares our values is put off by the actions, attitudes or language of others. As people campaigning for the rights of Palestinians, we have probably all been at the receiving end of others' discriminatory or abusive attitudes, actions or language. It is therefore particularly important that we are aware of our own attitudes and actions. We must be willing to constructively challenge each other and be open to challenge ourselves.

Most importantly, we have a precious duty to represent a part of the Palestinian struggle in a political environment where there is enormous hostility towards it. Everything we do reflects back on Palestinians and their struggle; we have a responsibility to protect and take care of the work that Palestinians have done for decades in making their just struggle known and building the solidarity that we all take part in.

We have therefore developed this Code of Conduct both to highlight the positive behaviours we hope would be present throughout the organisation and to provide clear guidance on the situations where we may take disciplinary action where an individual falls well short of the standards we expect.

## **Purpose of this document**

This code of conduct describes the values that inform PSC's work and activities. It also sets out guidelines for the kind of behaviour that we expect of each other and those which are unacceptable.

This document is also part of our disciplinary framework. Behaviour that breaches any of the prohibitions contained in this document, or falls grievously short of the standards we expect may result in the matter being examined under PSC's Complaints Procedure. In the case of serious breaches this may result in the Executive Committee suspending or terminating the membership of an individual.

Whilst our core values remain unchanged, as a Regulation pursuant to PSC's constitution, this document may be updated from time to time under the process described in the constitution. You are therefore advised to check the PSC website to find the current version of our Code of Conduct.

If you become aware of a situation whereby PSC's intervention alone would clearly be insufficient – for example threats to personal safety or child safeguarding concerns, you are strongly encouraged to contact the relevant authorities as a priority as well as informing PSC.

## **Values**

## Dignity, Respect and Equality

We believe that all our supporters are entitled to dignity and respect in their dealings with PSC and its members, branches, staff and elected officers.

In our dealings with each other, we will treat everyone with due dignity and respect, including where we hold differing opinions.

We are committed to equality and will seek to ensure that unfair treatment, whether by directly or indirectly discriminatory acts, are not committed against anyone by PSC or by its organs, members or staff on grounds such as race, faith, age, disability, sex, gender identity or expression, or sexual orientation.

Therefore, it shall be considered a breach of the Code of Conduct to exhibit discriminatory behaviour, to significantly undermine the dignity of another PSC supporter or to behave in a significantly disrespectful manner.

## Integrity

All members are expected to act honestly with one another and with PSC.

Members should declare any personal interests that may be perceived to impact on their decisions or actions when contributing to PSC's work and absent themselves from decisions where there could be a significant conflict of interest.

Therefore, it shall be considered a breach of the Code of Conduct to act dishonestly in relation to PSC activities, to fail to declare or if appropriate absent oneself where there could be a significant conflict of interest, to create a situation where there may be, or may be perceived to be improper influence over PSC or to use our work for PSC for the improper benefit of ourselves, family or close friends.

## **Guidelines for behaviour**

### Events and activities

We believe that all members have a responsibility to enable all supporters to participate in our events and activities by treating others with dignity and respect.

All should commit to:

- Listen to others and avoid being dismissive.
- Try to make any criticism in a constructive manner.
- Encourage others to participate, particularly new or less experienced people.
- Avoid personal remarks or behaviour that may cause offence or distress.
- Challenge inappropriate language or behaviour if you see it or hear it.

### Public actions and statements

All public actions and statements related to PSC's work, including on social media, should be in accordance with PSC's stated aims and values and where appropriate, follow PSC's social media guidelines. Public actions and statements made by members that exhibit hateful or discriminatory

behaviour, or significantly undermine PSC's ability to function as a welcoming and inclusive organisation shall be considered a breach of the Code of Conduct.

#### Acceptance of gifts, hospitality or donations

Members (individually or collectively) should not accept gifts, hospitality or donations that are offered as an inducement for preferential treatment, or which could be reasonably seen as exerting influence over decisions.

Donations collected in the name of PSC must be used to support the PSC's aims and activities. If a donation is sought or given for a specific purpose then it must not be diverted to another purpose without the donor's consent.

#### Conflict of interest

Members involved in PSC decision-making should declare any conflict of interest, or potential conflict of interest at such a time it becomes relevant to a matter being considered (for example, buying goods or services from a member's own company or organisation).

#### Health and safety

Under the common law, voluntary organisations and individual volunteers have a duty of care to each other and others who may be affected by their activities. Members are expected to take all reasonable responsibility for their own health and safety and the health and safety of others when undertaking work or organising events on behalf of PSC.

#### Safeguarding

Everyone must give due regard to appropriate behaviour in relation to children, and to adults at risk of abuse, immediately raising the issue if they have concerns over the actions of others. Such concerns should be raised with the relevant authorities as a priority, with PSC only needing to be informed subsequently.

It shall be considered a breach of the Code of Conduct to act inappropriately towards children or adults at risk of abuse, to be complicit in such acts or to fail to report such concerns to the relevant authorities and PSC.

#### Violence, harassment, bullying and victimisation

No one should be subject to violence, harassment, bullying or victimisation in the context of PSC activities.

Harassment includes unwanted or unwelcome comments, actions or behaviour, relating to a person's age, sex, race, disability, sexual orientation, gender identity, gender expression, religion or belief, or any other personal characteristic of the individual, that is offensive or objectionable. Such behaviour must have the purpose or effect of violating the subject's dignity, or creating intimidating, hostile, degrading, humiliating or offensive environment for them.

Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipients.

Violent behaviour is any behaviour that threatens or actually harms another supporter or destroys their property.

Victimisation is treating an individual unfairly because they have made a complaint in relation to a potential breach of the Constitution or Code of Conduct.

It shall be considered a breach of the Code of Conduct to behave violently towards another PSC supporter (other than in self-defence or on other reasonable grounds), or to subject any supporter to harassment, bullying or victimisation. Violence, harassment, bullying conduct or victimisation committed outside of a PSC context which gives reasonable cause for concern that it is likely to be repeated in a PSC context may also be considered a breach of the Code of Conduct.

#### Privacy and data protection

All members have a responsibility to protect private information they are privy to through their involvement in PSC. This applies especially to those with greater responsibility, such as Branch Officers with access to membership lists. Personal data provided to PSC must only be used in the furtherance of the objectives of PSC. Under no circumstances must personal information provided for PSC purposes be used contrary to data protection law.

It shall be considered a breach of the Code of Conduct to misuse the personal data of PSC supporters.

#### **Conclusion**

We hope that everyone understands and will abide by this code.

We are in the public eye and any adverse behaviour reflects not just on the individual but on the reputation of PSC and the Palestine solidarity movement generally.

If you have queries on this code or wish to register a complaint, PSC's national office can provide further information and advice. The team can be contacted by email: [info@palestinecampaign.org](mailto:info@palestinecampaign.org)