



Code of conduct

for Prospect Members

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Prospect is committed to building an inclusive environment where opportunities are open to all, diversity is valued, and where everybody can contribute without fear of harassment, prejudice or discrimination.

Prospect represents members across a broad range of industries and specialist disciplines. Our members are passionate about their professional roles, and they bring an incredible depth of knowledge and expertise to any debate.

This is a very real strength of Prospect, but on occasion it brings challenges. As individuals we will not agree with everyone, but we do respect those different perspectives. As individuals we will not like everyone, but we do engage respectfully with all people.

The purpose of this code of conduct is to set out the standards of behaviour that Prospect expects to protect this approach.

Separate codes of conduct set out additional behavioural expectations of Prospect representatives and of employees. Although routes to resolving issues are different for employed staff, the same standards apply in relation to treating people with dignity and respect, free from harassment or discrimination.

This code of conduct therefore aims to:

- Provide you with clarity about your responsibilities to ensure the respect of others.
- Inform you about your rights if you feel you are not being treated with respect.

Responsibilities

Members must:

- Act honestly, responsibly and with integrity.
- Communicate respectfully and honestly.
- Treat others with fairness, dignity, and respect.
- Not behave in ways that may cause physical or mental harm or distress to another person, such as verbal abuse, physical abuse, assault, bullying, or discrimination or harassment.

Members seeking advice about their own employment circumstances must uphold these standards in all communications with Prospect staff and comply with the terms of Prospect's legal advice guide <https://prospect.org.uk/article/guide-to-legal-advice/>

This code of conduct is underpinned by the union's rules.

Complaints

This code of conduct should be used to recognise unacceptable behaviour and ideally to informally address any alleged incidents of unacceptable behaviour, including bullying, harassment, or intimidation.

If the behaviour concerned continues or if it is of a more serious nature, this may be considered in any investigation under rule 2.5(5) which states:

'Members shall be expected at all times to behave reasonably in dealing with fellow members and Prospect staff and to treat them with respect and courtesy. Any member deemed by the National Executive Committee to have behaved unreasonably towards another member or a Prospect staff member may be subject to the disciplinary regulations'.

There is a separate complaints procedure for perceived failures in service, set out at <https://prospect.org.uk/about/complaints/>. If you are not sure whether a complaint should be processed under the complaints procedure or disciplinary procedure you should mail complaints@prospect.org.uk for advice.