



Member Code of Conduct

The Role of Members on the Forum.

The Access Forum is a publicly funded body and members are appointed to represent an interest, rather than a specific organisation.

Members are expected to attend Forum meetings and to contribute positively to the advisory role of the Forum by engaging in constructive debate and seeking consensus where possible.

Members emails are made available to other Forum members but are not published. Members of the public are asked to contact Forum members via 'access.forum@newforestnpa.gov.uk'.

Whilst communicating verbally or via email members must not harass, bully, act inappropriately, or make trivial or malicious allegations about or towards anyone.

Members must not intimidate, improperly influence, or try to intimidate anyone who has complained about them or who may be involved with a complaint about them.

Definitions of the Terms Used.

Harassment may be characterised as unwanted conduct that has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, distressing, degrading, humiliating or offensive environment for an individual;

Bullying is offensive, intimidating, malicious, insulting or humiliating behaviour that is directed at someone, or an abuse or misuse of power in a way that intends to undermine, humiliate, denigrate or injure someone.

Examples of bullying include: spreading malicious rumours, unfair treatment, insulting, ridiculing, demeaning, excluding or victimising someone, copying correspondence that is critical about someone to others who do not need to know, overbearing supervision or unfairly blocking individuals from progressing or other misuse of power, unwelcome sexual advances, making threats or comments about job security without foundation, and undermining a competent worker.