

# Polio Survivors Ireland

## Code of Conduct for Members

*A simple guide to help everyone to feel safe, respected, and welcome*

Our aim is to create a safe, respectful, and supportive community for all members and staff. By becoming a member of Polio Survivors Ireland, taking part in activities and events or attending our Social Support Groups, you agree to follow this Code of Conduct.

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### 1. Respect for Each Other

- Treat all members with **kindness, courtesy, and respect**
- Listen to others and give everyone a chance to speak
- Respect different opinions, experiences, and needs
- Avoid behaviour that could upset or offend others
- In group settings, keep discussions positive and supportive

### 2. Respect for Staff

- Treat all Polio Survivors Ireland staff with **politeness and patience**
- Communicate calmly and respectfully
- Follow reasonable guidance from staff during meetings and events
- Raise concerns privately and respectfully
- Understand that **Staff** are there to:
  - Support you individually
  - In group settings, help with group dynamics
  - Address issues if someone feels uncomfortable

### 3. Equality & Inclusion

- Treat everyone equally regardless of disability, age, gender, race, religion, sexual orientation, civil status, family status, membership of the travelling community or health
- Bullying, harassment, or discrimination are **not acceptable**
- Use inclusive, considerate language
- Help others feel welcome and included

### 4. Behaviour at Events, including Social Support Group Meetings, AGMs, etc

- Participate respectfully and allow others to contribute
- Avoid dominating discussions or interrupting others
- Keep personal disputes out of group settings
- Respect confidentiality—*what's shared in the group stays in the group*
- Follow the direction of the Convenor/Facilitator or staff member

### 5. What You Can Expect

- A safe, friendly, and supportive environment
- To be treated with dignity, respect, and fairness
- Clear communication and support from staff
- To be listened to and have your views respected
- Help and support from Staff when needed

### 6. Safeguarding & Wellbeing

- Polio Survivors Ireland is committed to protecting the wellbeing of all members
- Concerns will be taken seriously and handled sensitively
- Confidentiality will be respected in line with data protection laws
- Please speak to staff privately if you feel concerned about anyone

## 7. If the Code Is Not Followed

- A staff member will seek to speak privately with a member to resolve issues
  - Appropriate support, mediation, or guidance may be offered in line with safeguarding principles
  - In cases of serious concerns, or when there are repeated cases / breaches of the code, further action may be taken to protect members and staff
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**\*\*Together we create a community that is:  
Respectful – Kind – Supportive\*\***