

MEMBER ARBITRATION GROUP

The UKPON members Code of Conduct refers to the 'rules' and remedial actions that are set out and was agreed by members at the 2020 AGM pertaining to any breach of these rules.

Excerpt from the Code of Conduct below:

The UKPON moderators of the online activity will take action on any breach of these rules and may remove posts deemed in breach.

Anyone considering a member representative is in breach of the rules should make their case in writing to board@ukpride.net and they will receive acknowledgement.

In both cases above the co-chairs will review the removed posts/allegation and may take some or all of the following actions:

- 1. Removal of social media posts and an email to the representative explaining the reasons why and that a complaint has been received – no further action at this stage.*
- 2. Removal of social media rights where repeated post removal has become necessary, or if the breach is considered serious. This removal will be for the balance of the membership year and until a new application is made for membership in line with annual applications. Note - where a member representative has been removed, they ARE entitled to be reinstated at the start of the New Year and will then be subject to the same regulations. However, if a member is excluded twice then this is a permanent exclusion.*
- 3. If a member pride representative is removed, the member pride will be asked to nominate a replacement representative for the remainder of the year.*

This code of conduct relates to ALL individual representatives and whilst action can be taken, as above, this is action in the first instance against the individual representative and NOT the Pride itself - so effectively the "member" (the Pride) continues their membership.

*Suspension of individual representatives is done by the UKPON Board. Should any member dispute the findings of the Board they can appeal this decision within 14 days when the case will be reviewed by **The Member Arbitration Group** – a group made up of three members drawn from a pool of individual representatives who have agreed to be a part of this process. The selection of the three, by the Board, will ensure no conflict of interests and no representation by anyone involved in the original complaint.*

Should it be deemed appropriate to review the membership of a pride organisation rather than individual representatives then this would be done by The Member Arbitration Group.

Conference Attendance

- Anyone attending conference will be expected to uphold the values of decency and respect. As much as conference is a networking event and a social event members are requested to maintain at all times an appropriate level of behaviour towards other delegates, the board and any invited guests.
- Should complaints be received in relation to the conduct of any member or UKPON Board member these will be investigated by the **Member Arbitration Group**.

Member Arbitration Group (MAG)

The board will appoint no less than 5 and no more than 10 individual members from member Prides to sit on the arbitration group as and when needed. This group will be made up of no more than 1 representative per member Pride and done by personal nomination.

Anyone interested in taking a position on the arbitration group should notify the UKPON Board in writing via board@UKPride.net

Applications will be accepted until the maximum number of 10 is reached. Membership of this group is for one year from Autumn Conference annually. There will be no vote, unless more than 10 candidates put themselves forward.

The group will be responsible for taking forward the investigations into any breaches of membership rules that result in complaints being made about member representatives or member Prides that have resulted in an appeal to the board relating to its findings.

The UKPON board will provide access to ALL information relating to the complaint and any evidence that has been presented by either party.

UKPON co-chairs will select the 3 representatives from the list to be allocated to any complaint and they will be contacted. If they agree then all responsibility then is transferred to the 3 person team at this point.

Member prides, representatives and board members will cooperate with the investigations.

The MAG will have a period not exceeding 21 days to review and report back to the Board who will then communicate the findings to the parties involved and then to the wider membership. The wider membership will not have access to the details just the decision.

The MAG's decision is final and there is no means of further appeal.

The MAG can either

Uphold the UKPON Board decision and this will then be implemented
Refuse the UKPON Board decision and make recommendations as to actions required to resolve the issue.