



# The Photographic Alliance of Great Britain

## CODE OF CONDUCT

The Photographic Alliance (PAGB) comprises an Executive within an organisation whose members are the Federations. Those member Federations have member Clubs usually affiliated to the PAGB, and those Clubs have individuals as members. All those involved are volunteers and there are no paid employees.

The purpose of this policy is to provide a safe and supportive environment for all volunteers working for the PAGB and for all those attending our events or taking part in PAGB organised activities.

PAGB activities include events and the conduct of related and general business. They involve interactions between individual Club members and others, and between individuals acting as representatives of their respective organisations whether Clubs, Federations or the PAGB Executive. Those interactions may occur at PAGB events or at other times, and may be verbal, by email, by social media, or by correspondence.

The PAGB will promote equality of access for all and will be open to all expressions of opinion as befitting a democratic organisation. The PAGB will comply with any legislative requirement, for example on equality on freedom of expression and on online safety, while recognising any limitations imposed by such legislation. The PAGB expects that the same will apply to its member Federations, to their member Clubs and to individuals.

### Scope

This policy applies to all volunteers and to all individuals associated with the PAGB, as well as to those Federation and Club members whom we serve. It covers all interactions, whether in person, online, or during organisational activities.

Where interactions are directly with the PAGB or by implication involve PAGB activities, individuals whether on their own account or acting as representatives are expected to act with respect for others.

### Definition of Abuse

Abuse is any action or inaction that causes harm to another individual. It can include, but is not limited to:

- Emotional abuse: Causing mental distress through intimidation, manipulation, or verbal or written abuse, including posts on social media.
- Physical abuse: Inflicting physical harm or injury or being physically aggressive or threatening.
- Sexual abuse: Any unwanted or non-consensual sexual contact or behaviour.
- Neglect: Failing to provide necessary care or support to individuals in need.

Where relevant, the separate PAGB Guidance entitled 'Children Young People and Vulnerable Adults Attending Club Meetings' may apply.

Where relevant, a PAGB Terms of Use Policy for online safety using social media may apply, together with a related Complaints Policy

## **Responsibilities**

All volunteers are expected to adhere to this Code of Conduct.

If you witness or suspect any form of abuse, you should report it promptly.

Reports can be made to the organiser of the event or to the PAGB Standards Subcommittee. Where an event organiser is unable to resolve the issue immediately, the organiser may refer the matter to the PAGB Standards Subcommittee.

All reports of abuse will be recorded and investigated promptly. Confidentiality will be maintained to the extent possible while addressing the situation.

## **Investigation**

Upon receiving a report of abuse, the PAGB will conduct an investigation. All parties involved will be treated fairly, and appropriate actions will be taken based on the findings of the investigation.

Procedures will be based on those set out in the separate Breach of Rules Procedure, which includes provision for reporting to the Executive, the option of sanctions and an appeal process.

## **Sanctions**

Sanctions may be applied, up to and including possible legal action. Where the issue involves contributions made via a PAGB social media platform, the relevant Terms of Use Policy may involve removal of content from PAGB platforms and sanctions on the contributor.

## **Support**

The PAGB is committed to supporting any individual who has experienced abuse.

By working together, we can create a safe and supportive environment for everyone in our community. Thank you for your commitment to upholding this policy.

## **Review and Updates**

This policy will be reviewed and updated as necessary to ensure compliance with law and best practice in safeguarding individuals.

The current date of this policy is as shown in the footer.