

TSSA Code of Conduct

TSSA is committed to organising events and activities at which everyone can participate in an inclusive, respectful and safe environment.

Our TSSA values include having a voice, so it is important that people at this event behave in a way that supports them and others to have a voice.

The TSSA rules set out our commitment to promote equality for all and to eliminate all forms of harassment, including sexual harassment, prejudice and unfair discrimination.

TSSA will not tolerate any type of harassment, including sexual harassment. Aggressive, offensive, intimidatory, disrespectful or other unacceptable behaviour or comments will not be tolerated.

This code of conduct applies to all aspects of participation and communication at or in connection with this event, including postings on social media.

You can help by thinking of the impact your words and actions may have on others, and ensuring your contributions and actions reflect our TSSA values and commitments.

If you have any concerns about behaviour that you want to raise then please contact our dignity advisors: Cat Gair, Tina McKay, Sam McCully, Mary Sitole, Rob Jenks, Nicola Jukes and Melissa Heywood.

If anyone raises concerns about your behaviour, your response is another opportunity to demonstrate your commitment to our values and an opportunity to understand how we can become a better union for all.

Resources to support you raising concerns and receiving personal feedback area available here: <https://www.tssa.org.uk/about-tssa/what-we-do/equality-diversity/flip-your-thinking>

There are two sides to every conversation
#FlipYourThinking and this resource, to see the other side.

Challenging Someone?

Respond with



Create Space (physical or mental), by taking a step back or taking a deep breath

Acknowledge, use a phrase that gives the person information about your feelings, "When you said x, I felt..."

Respect, express yourself in a way that enables open and honest dialogue

Educate, if you feel confident, to help the other person learn from the experience

#FlipYourThinking



www.tssa.org.uk/join

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Being Challenged?

Respond with



Create Space (physical or mental), by taking a step back or taking a deep breath

Acknowledge, even if you do not understand, and use a phrase in recognition of the person's feelings, "I can see I have said something that has upset you/that you are uncomfortable with..."

Listen, take time to hear what the other person has to say, thank them for sharing

Move Forward, commit to learning from your experience

#FlipYourThinking



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