



Together for Neurodiversity CIC

TfN Code of Conduct

Introduction

Together for Neurodiversity CIC is committed to maintaining a supportive, respectful, and inclusive environment for all individuals associated with our organisation. This Code of Conduct outlines the principles and expectations that guide our behaviour and interactions, reflecting our mission to support neurodiverse individuals and promote equality and understanding.

Policy Statement

We believe that fostering a positive and inclusive culture is essential to achieving our goals and serving our community effectively. This Code of Conduct sets forth the standards of behaviour expected of all employees, directors, volunteers, contractors, and partners of Together for Neurodiversity CIC.

Scope

This policy applies to all employees, volunteers, members, participants, and partners of Together for Neurodiversity CIC. It covers conduct that occurs in any setting related to our activities, including online environments.

Core Values

Our Code of Conduct is guided by the following core values:

- **Inclusivity:** We embrace and celebrate diversity, respecting the unique perspectives and experiences of all individuals.
- **Respect:** We treat everyone with dignity, courtesy, and consideration, fostering an environment of mutual respect and support.
- **Empathy:** We cultivate empathy and understanding, recognising the challenges faced by neurodiverse individuals and their families.
- **Integrity:** We uphold honesty, transparency, and ethical conduct in all our interactions and activities.



- **Collaboration:** We value collaboration and teamwork, recognising that collective effort is essential to achieving our mission.
- **Accountability:** We take responsibility for our actions and decisions, honouring our commitments and obligations.

Behavioural Expectations

- **Respect for Diversity:** We value diversity in all its forms and treat everyone with respect, regardless of race, ethnicity, gender, sexual orientation, age, disability, religion, or other characteristics.
- **Inclusive Language:** We use inclusive language that respects individuals' identities and preferences, avoiding language or behaviour that may be discriminatory or offensive.
- **Professionalism:** We strive to always conduct ourselves professionally, maintaining appropriate boundaries and refraining from behaviour that may be perceived as harassing, bullying, or disrespectful.
- **Confidentiality:** We respect the privacy and confidentiality of all sensitive information entrusted to us, including personal and financial data, and refrain from disclosing such information without proper authorisation.
- **Conflict Resolution:** We seek to resolve conflicts and disagreements constructively and respectfully, through open communication and collaboration, while adhering to our policies and procedures.
- **Compliance with Policies:** We familiarise ourselves with and adhere to all Company policies and procedures, including those related to data protection, financial management, and health and safety.
- **Professional Development:** We continuously strive to improve our knowledge, skills, and competencies through training, learning, and development opportunities.

Reporting Violations

Any individual who believes that this Code of Conduct has been violated should report the matter promptly to their supervisor, the Managing Director or the designated authority. Reports will be treated confidentially and investigated promptly and impartially. Retaliation against individuals who report violations in good faith is strictly prohibited and will result in disciplinary action.



Disciplinary Action

Violations of this Code of Conduct may result in disciplinary action, up to and including termination of employment or engagement. Disciplinary measures will be determined on a case-by-case basis, considering the severity and impact of the violation, and will be administered in accordance with Company policies and procedures.

Confidentiality

We respect the privacy of all individuals involved in code of conduct violation reports and handle all information confidentially. Details of the incident and the identities of those involved will only be shared on a need-to-know basis.

Review and Updates

This policy is reviewed annually and updated as necessary to ensure it remains effective and relevant to the needs of our community.

Contact Information

For any questions or concerns regarding this policy or to report conduct violation, please contact our Policies Officer:

Policies Officer

Together for Neurodiversity CIC

policies@myneurodiversity.org.uk

By adhering to this Code of Conduct, Together for Neurodiversity CIC reaffirms its commitment to creating a safe, respectful and inclusive environment for all neurodiverse individuals and their families.

This comprehensive conduct policy reflects our dedication to inclusivity, empowerment, compassion, collaboration, respect, education and accountability; ensuring a positive and supportive environment for everyone involved with Together for Neurodiversity CIC.