

## **Rights of Members**

U3A Bairnsdale operates as a RESPECT Community that is based on the following: -

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- **Respect for self:** - in the way we speak, participate, and present ourselves and our ideas that allows each member of a class to feel comfortable in their environment.
- **Respect for others:** -in encouraging participation of others in activities and discussion, respecting their views and ideas and accepting that all individual ideas or may not be accepted by others.
- **Respecting the Environment:** -There is an expectation that rooms are left clean and tidy and ready for the next class.
- **Respecting the opportunity to learn** by sharing skills and knowledge, taking time to listen to others and by allowing all to participate.

### **In this community**

- Tutors have the rights to perform their duties as a volunteer or employee within a U3A Bairnsdale & District Inc. environment without being subjected to any form of discrimination on the grounds of race, religion age, national origin, gender, sexual orientation, or disability, whether covered by applicable legislation or not.
- Members have the rights to
  - participate in programs without any discrimination through practice or action on the grounds of race, religion age, national origin gender, sexual orientation, or disability, whether covered by applicable legislation or not.
  - not be exposed to unreasonable behaviour” is behaviour that is offensive, humiliating, intimidating, degrading, or threatening and includes: -Verbal abuse, excluding or isolating another person/s, humiliation through sarcasm, or belittling someone’s opinions, constant criticism, or insults, displaying written or pictorial material which may degrade or offend.
  - Have their concerns of issues on the above matters dealt with in accordance with the Constitution/Rules of Association.