



## CILA Code of Conduct

This document outlines the standards and codes of behaviour expected of all members of the Canberra Irish Language Association (CILA), including students, teachers, volunteers and visitors.

It emphasises the importance of ethical behaviour, accountability and a shared responsibility in maintaining a positive and inspiring learning environment where everyone feels valued and empowered to reach their full learning potential.

Members are encouraged to familiarise themselves with this Code of Conduct.

### Core Values

#### INCLUSIVITY

CILA promotes an inclusive environment where all individuals, regardless of gender, sexual orientation and ability are welcomed and treated with dignity. The focus of the program is to help members to build a positive appreciation of and competence in the use of the Irish Language.

#### VOLUNTARY ORGANISATION

CILA is run through the voluntary efforts of teachers and members.

Students should recognise that voluntary teachers may not have formal teaching qualifications but have nevertheless, volunteered their time because of their knowledge and love of the Irish language and their desire to see others develop greater fluency in its use.

#### RESPECTFUL

Students and teachers are expected to treat each other with respect, fostering a collaborative learning environment. Disruptive or other behaviours that hinder the learning process are unacceptable.

#### COMMITMENT TO LEARNING

Students are encouraged to take responsibility for their own learning and engage in a positive manner during learning opportunities and class activities.

#### CILA IS A NON-SECTARIAN/APOLITICAL ASSOCIATION

CILA recommends that members refrain from incorporating religious or political views when conducting or participating in CILA-endorsed activities and events, such as, classes, pop-up Gaeltachtaí and the like.

Members are encouraged to avoid displaying or wearing overt symbols such as flags, emblems, logos or political statements. Additionally, learning activities should not be based on or involve political statements or viewpoints.



## INTEGRITY

Members are expected to display honesty and transparency in all interactions, thereby fostering trust among students, teachers and others with whom we deal.

Members are also expected to take reasonable steps to avoid any conflict of interest (real or apparent) and disclose details of any material personal interest they may have in connection with their membership or other interactions with CILA.

Members should not improperly use inside information or their status, power or authority within CILA to gain or seek to gain, a benefit or an advantage for themselves or any other person.

Members should not cause or seek to cause detriment to CILA or other associated organisations or any other person.

## Unacceptable behaviours, the following are but some examples:

### **Harassment and Bullying**

Any form of harassment, bullying or discrimination will not be tolerated and should be reported immediately to a CILA committee member.

### **Substance Abuse**

The use of or being under the influence of an illicit substance during class is unacceptable.

### **Improper use of information or position**

Members should not improperly use inside information or their status, power or authority within CILA.

## Enforcement and Consequences

The procedure for taking any disciplinary action, and the types of disciplinary action, are shown in CILA's Association Rules at **Division 1.3.2 Disciplinary procedure** (Rules available via email on request)

For confirmed violations, sanctions that are fair, consistent and proportionate to the offense will be imposed. Sanctions may include:

- Verbal or written warnings
- Suspension of membership for a stated period
- Cancellation of membership

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