

Liberate Code of Conduct

For Employees, Volunteers and Board Members

Introduction

This code of conduct has been created to make clear our commitment to acting with pride, integrity, honesty, compassion and reliability in a way that protects everyone's privacy, safety and dignity to the highest standards. This is a commitment that everyone at Liberate aims to uphold.

In addition to the code detailed below, other individual sections of the staff handbook apply to employees and contribute to our code of conduct.

The policies aim to help us achieve our vision of "a fair and equal society, where all LGBTQ+ people living in the Bailiwick are treated with dignity and respect".

This document also acts as a 'Volunteer agreement' for our volunteers.

Updated: May 2026

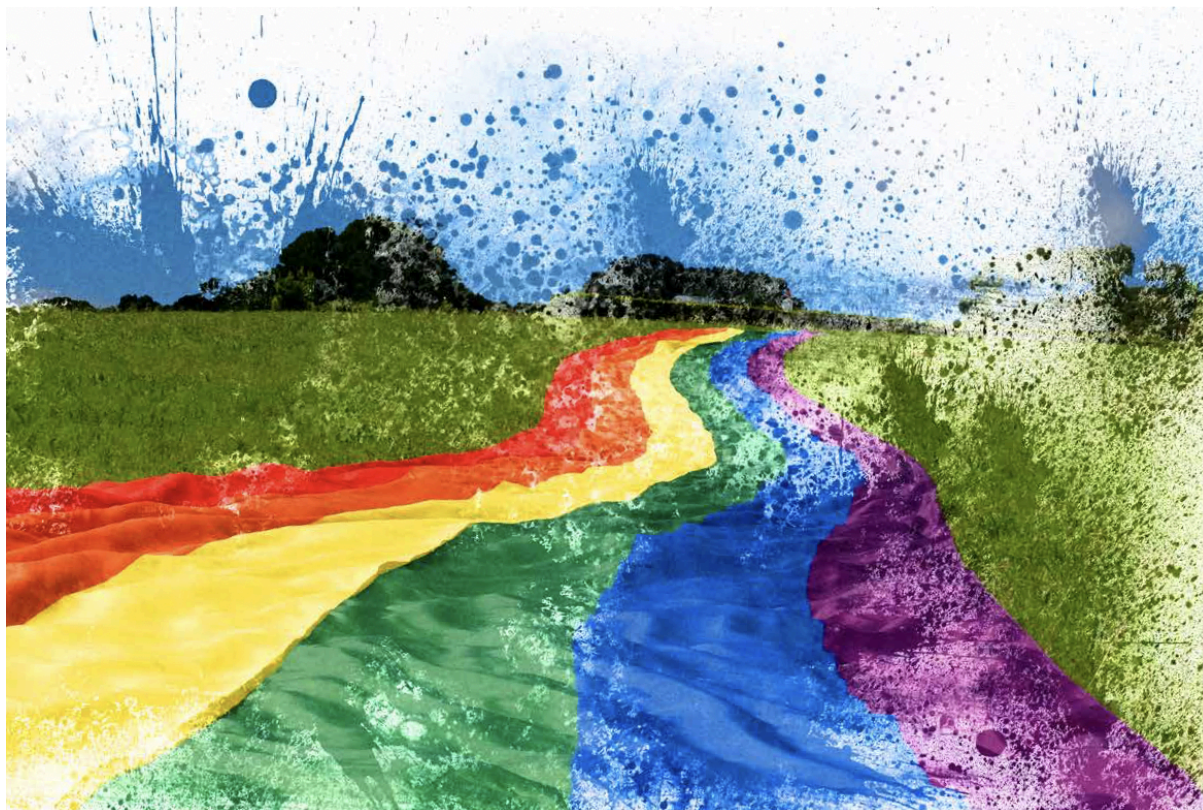
As an employee, volunteer or board member it is your responsibility to:

- Uphold the integrity and reputation of Liberate by ensuring that your professional and personal conduct aligns with the commitments listed above;
- Treat colleagues, service users and stakeholders fairly and with respect;
- Recognise and respect diversity in the community and amongst our volunteers and employees;
- Challenge and/or report any form of harassment, discrimination, intimidation, exploitation, or victimisation;
- Treat others as you would like to be treated;
- Protect the health, safety and welfare of colleagues and service users to the best of your ability and comply with our safeguarding policy;
- Disclose any relationships that may create a conflict of interest;
- Challenge and report anything you come across that does not comply with law or regulations that govern the work we undertake;
- Keep information relating to colleagues and clients confidential, and adhere thoroughly to data protection policies and training;



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- Be clear and transparent in your communication with colleagues and service users and stakeholders;
- Share new ideas that will enhance the service we can provide;
- Engage positively in decisions taken to drive the service forward and develop the charity further.



As an employee/volunteer/board member of Liberate, I have read and understand the Code of Conduct and agree to abide by its requirements. I understand it may be necessary to amend the code of conduct and at such time I will be asked to read and sign a new version.

I also have read and understand the following documents:

Liberate Handbook
Liberate Safeguarding Policy
Liberate Data Protection Policy

Name:

Date:

Signature:

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