

Membership Agreement

The Human Rights Consortium Scotland works to protect and promote human rights in Scotland by:

- 1) enabling a strong, collective civil society voice on human rights, and
- 2) supporting civil society organisations to maximise the resources and understanding that they need in order to protect human rights.

In becoming a member of the Consortium, I confirm that I/[Name of organisation]:

- will work positively and constructively with other members towards these two outcomes
- will adhere to the Consortium's Membership Code of Conduct and Event Code of Conduct
- if an organisational member, we are non-party political and non-governmental.

HRCS Membership Code of Conduct

As a member of the Human Rights Consortium Scotland, you can expect the following from us:

- We will treat every member organisation and individual with respect and dignity.
- We will work positively and constructively with members towards our strategic outcomes.
- We will not claim to speak on behalf of specific member organisations unless they have given their agreement.
- We will follow the Code of Conduct at every event/meeting that we organise.

If these expectations are not met, members can raise this with the Consortium Board who will investigate and take action as appropriate.

Members of the Human Rights Consortium Scotland are expected:

- To work positively and constructively with other members towards our strategic outcomes
- To treat Consortium staff and other Consortium members with dignity and respect
- Not to speak on behalf of the Consortium without consulting Consortium staff first
- Not to take any action which may bring the Consortium into disrepute

- To follow the Consortium Event Code of Conduct

If these expectations are not met, the Consortium will contact you to discuss this with a view to finding means of resolution. However, if there is no adequate resolution after this discussion, the Consortium reserves the right to end your membership or to exclude you from participating in all/certain events, following consultation with our Board.

HRCS Event Code of Conduct

1. We will be considerate and respectful to each other, and treat each other with dignity.
2. We will be mindful of the language we use, and refrain from any demeaning, discriminatory, or harassing behaviour, body language, materials, and speech.
3. We will try not to interrupt one another – only one person will speak at a time.
4. We will be respectful of other people's time - we will do our best to stick to the agenda topics and stay on schedule.
5. We will share the airtime - we will be aware of making sure that all can equally contribute as much as possible.
6. We will be open-minded - we will listen and be curious about other people's experiences in discussion.
7. We will be supportive and help to uphold the rules. If anyone feels uncomfortable at any time, please do speak up and let us know. You can do so by emailing info@hrcscotland.org