



York Professionals

Established 2001

York Professionals Members Code of Conduct

At York Professionals, we are proud to bring together a diverse community of businesses and professionals who are committed to supporting one another, championing enterprise and contributing positively to York's business community.

Membership of York Professionals carries with it an expectation that all members will conduct themselves professionally, ethically and respectfully at all times, whether attending events, engaging with fellow members or representing the organisation externally.

Our Expectations

By becoming and remaining a member of York Professionals, you agree to abide by our Code of Conduct below at all time:

- Conduct yourself with integrity, honesty and professionalism in all interactions with others associated with York Professionals, including at events and otherwise
- Represent your business and the wider York Professionals community positively
- Respect confidentiality where information is shared in confidence
- Treat others with respect
- Be courteous, inclusive and welcoming to all members, guests, speakers, sponsors and venue staff
- Value different perspectives and encourage constructive conversations
- Refrain from behaviour that could be considered intimidating, offensive, discriminatory, bullying or harassing
- Network and behave responsibly at all events
- Respect that the aim of our organisation is to create long-term connections and mutual benefit
- Avoid placing undue pressure on members to purchase products or services
- Promote your business activities in an ethical and lawful manner
- Honour commitments made to fellow members wherever reasonably possible.

Many of our events include food and alcoholic refreshments. Members are expected to:

- Drink responsibly and remain professional throughout the event
- Remember they are representing both their own organisation and York Professionals
- Ensure their behaviour remains respectful, courteous and appropriate at all times

- Support an inclusive community

York Professionals welcomes members from a wide range of sectors, backgrounds and experiences. We are committed to creating an environment where everyone feels valued, respected and able to participate fully.

Discrimination, harassment or inappropriate behaviour of any kind will not be tolerated.

Protect the Reputation of York Professionals

Members should avoid any conduct that could bring York Professionals, its members or the wider professional services community into disrepute.

Constructive feedback is always welcomed and should be directed to the Administrator (admin@york-professionals.co.uk) so that concerns can be addressed appropriately.

Breaches of this Code

Where concerns are raised regarding a member's behaviour, the Board of Directors may investigate the matter. The Board of Directors may take any action they deem reasonable or necessary in the circumstances, including without limitation:

- An informal discussion with the member in question
- A formal written warning to cease any such behaviour
- Suspension from one or more events
- Termination of membership with immediate effect where behavior is deemed to be serious or repeated

The Board's decision will be made fairly, proportionately and in the best interests of the organisation and its members.

Working Together

York Professionals exists to help businesses build trusted relationships, share knowledge and contribute to the continued success of York's professional services sector. By becoming a member, you agree to uphold these principles and help maintain a welcoming, supportive and professional community for everyone.

A Vibrant Community for York's Professional Services Sector

Connect. Flourish. Prosper.

Become part of York's thriving professional services community