



# CODE OF CONDUCT AND CONFLICT RESOLUTION CHARTER OF AMANTUNGWA KA MBULAZI

## 1. GENERAL CODE OF CONDUCT

- 1.1. All Members will conduct their affairs in an ethical manner and ensure that they do not bring the name of the Organisation into disrepute.
- 1.2. Members should respect each other and treat one another fairly.
- 1.3. Loyalty and harmony are paramount. "What is good for the individual must be good for the Organisation, and vice versa".
- 1.4. Members will deal with each other professionally and openly, keeping personal differences out of collective relationships.
- 1.5. Rules of etiquette include:
  - 1.5.1. Respecting privacy;
  - 1.5.2. Presenting a professional appearance;
  - 1.5.3. Refraining from criticising another Member in public;
  - 1.5.4. Only giving constructive criticism in private, focusing on the issue at hand, not the person;
  - 1.5.5. Abiding by the rules and policies of the Organization;
  - 1.5.6. Observing and upholding the prescripts of the Constitution of AmaNtungwa ka Mbulazi as sacrosanct.
  - 1.5.7. Members must speak out and strive to be good listeners.

1.6. Any conflicts of interest arising must be communicated immediately to the Executive Committee of AmaNtungwa ka Mbulazi.

## **2. ABUSE, DISCRIMINATION AND OPPRESSION**

2.1. The following behavioural tendencies are totally forbidden:

- 2.1.1. Child abuse;
- 2.1.2. Sexual and/or any form of abuse and harassment;
- 2.1.3. Gender-based violence;
- 2.1.4. Verbal, psychological, emotional and physical abuse and/or oppression; and
- 2.1.5. Unfair discrimination.

## **3. ADDICTIVE BEHAVIOUR**

3.1. Members must always remember to set an example to the world by upholding the following:

- 3.1.1. Zero tolerance on chemical drugs;
- 3.1.2. Moderate consumption of natural stimulants;
- 3.1.3. Prohibit driving when not within the permissible blood alcohol limits;
- 3.1.4. Restrict the consumption of alcohol on the night before a workday;
- 3.1.5. Drink only in a mature and responsible manner;
- 3.1.6. Gambling should only be recreational and moderate; and
- 3.1.7. Generally, avoid any activity that amounts to harmful and destructive behaviour.

3.2. If a Member cannot control any addictive behaviour, they must immediately notify and engage with one of the Leaders of the Organization to discuss help and future management.

3.3. If a Member becomes aware of any addictive behaviour by another Member **who may** be in denial, s/he must discreetly notify the Chairperson of the Organization who will then decide on the appropriate path to approach and offer help to the affected Member.

#### **4. REMEDIAL AND REHABILITATION POLICY**

4.1. The first line of responsibility for any conduct or conflict-related issue is the immediate Branch of the affected Member. Interventions must be attempted at this level before consideration is given to elevating issues to the structures of the broader Organisation.

4.2. If the Chairperson of the Organisation becomes aware of any violation of the prescripts of the Code of Conduct, the Chairperson may, depending on the severity of the violation, summon the offending member to appear before an ad-hoc Committee which the Chairperson will have convened as s/he deems appropriate.

4.3. If the violation of the Code of Conduct is confirmed at the hearing, the Executive Committee must establish an appropriate remedial or rehabilitation course of action, such as professional counselling for a set period of time.

#### **5. CONFLICT RESOLUTION**

5.1. Our ultimate goal is a perpetually united, harmonious, loving, joyful and eternally prosperous Organization.

5.2. It goes without saying that conflict is inevitable in any group of people, and AmaNtungwa ka Mbulazi are no exception. We would like any of our Organisation grievances kept within the Organisation and resolved within the Organisation.

5.3. Conflicts will be best resolved by understanding why there is a problem and communicating it openly.

5.4. Fellow Members, via the Chairperson of the Organization, may be required to mediate the issue.

5.5. Our focus should always be on the long-term benefits of keeping the Organization operating smoothly, and this will sometimes take precedence over short-term individual needs.

5.6. If a conflict cannot be resolved within 60 days, it should be referred for formal mediation, and finally, if still irresolvable, the Executive Committee may only then allow those involved to consider exploring a solution outside the Organization structures.

#### **6. CONSISTENCY OF APPLICATION**

6.1. While each case will be assessed and handled on its merits, the Organization will, at all times, strive to be consistent, fair and non-discriminate to all Members in the application of this Code of Conduct and Conflict Resolution Charter.

**Adopted by the Executive Committee of AmaNtungwa ka Mbulazi and signed on:**

**Date:** \_\_\_\_\_

**SIGNATURES:** \_\_\_\_\_

