

Y's Men International Code of Conduct

I. Introduction

This Code of Conduct reflects the organisational culture of Y's Men International. It provides a framework for collective behaviour based on the values and principles of this longstanding international service association. It outlines global expectations for behaviour as individuals towards each other, partners, other club members and the organisation. In this document Y's Men International is referred to as YMI.

II. Our Purpose and Principles

Our motto is *"To Acknowledge the Duty that Accompanies Every Right"*, and our purpose and principles are set down in our International Constitution: as follows

The International Association of Y's Men's Clubs is a worldwide fellowship of persons of all faiths working together in mutual respect and affection, based on the teachings of Jesus Christ, and with a common loyalty to the Young Men's Christian Association, striving through active service to develop, encourage and provide leadership to build a better world for all.

These foundational concepts should always guide our thoughts and actions as individual members of YMI clubs.

III. Code of Conduct Guidelines

As a member of a YMI affiliated club, you are expected to:

1. Pay international, Area, Regional, District and club dues *as requested* in a timely and consistent manner.
2. Conform to the constitutions of the club, District, Region, Area and YMI.
3. Participate in local service projects.
4. Support YMI international programmes.
5. Cultivate good fellowship.
6. Support, encourage and inspire other members.
7. Be consistently positive, open-minded, and active in YMI.
8. Exemplify the core values of love, compassion, sacrifice, and selflessness in all behaviours and activities.
9. Act altruistically, not seeking advantage or personal profit from your work or relations with others.

IV. Conduct Towards Members of YMI Affiliated Clubs and Other Persons

In the execution of functions, particularly when exercising discretionary powers, as a member of a YMI affiliated club, you shall:

1. Treat all persons with dignity.
2. Be fair in all dealings with others and treat them with the respect due to them as fellow human beings.
3. Honour leadership at all levels, separating person from position and laying aside any personal considerations.
4. Prioritise good communication, collaboration, and a willingness to compromise for the greater good.
5. Observe merit in selection processes.
6. Safeguard privacy and confidentiality in matters of a personal nature relating to others.
7. Adhere to the principles of fairness and non-bias.
8. Demonstrate a high degree of individual responsibility.
9. Honour the trust that YMI and fellow YMI club members place in you and not do anything that will bring disfavour or reflect adversely on YMI.

V. In positions of leadership

1. Be reasonable and respectful in the division of workloads and responsibilities.
2. Be open to external ideas and input.
3. Seek actively to incorporate the knowledge, talent, and experience of others.
4. Communicate in a respectful and timely manner.

VI. As a member of a YMI affiliated club, you shall NOT

1. Engage in any form of harassment.
2. Slander or attack any individual.
3. Disseminate false or misleading information.
4. Disclose information designated as confidential.
5. Pursue personal interest/gain in conflict with or in contradiction to the interests of YMI.
6. Discriminate against or otherwise abuse any person.
7. Distract others, purposefully or with ill intent, from carrying out their YMI work.
8. Collude with others or form selective relationships for malicious purposes contrary to the objectives and spirit of YMI.
9. Act in a manner that encourages division and distrust.
10. Put self-interest above the values of the movement.

VII. Breaches in Standards of Conduct

Club members should familiarise themselves with this code and uphold its provisions to foster a positive club environment and contribute to YMI and society in alignment with the organisation's core values and purpose. Failure to comply with the standards of conduct outlined in this code may lead to the enforcement of constitutional provisions at various levels and/or the execution of YMI Conflict Resolution procedure.