



Code of Conduct

It is the responsibility of all UKRO volunteers selected for an event to familiarise themselves with the principles of this policy and to adhere to this code of conduct while conducting official duties or activities.

UKRO volunteers will at all times show the utmost respect for all persons. This involves:

- Being honest, considerate and fair
- Treating others with dignity
- Acting impartially and without favouritism
- Being tolerant of other views and ideas
- Being helpful to others
- Maintaining confidentiality and have respect for privacy
- Applying natural justice in all decisions that affect the rights and entitlements of other people.

UKRO assessors providing feedback to teams at the Challenge have a duty to ensure that teams receive:

- Appropriate feedback on their performance
- Fair and consistent scoring
- Healthy and safe working conditions
- An environment free from harassment, discrimination, bullying and intimidation
- A reasonable explanation for decisions made.

UKRO volunteers must have professional respect and cross-cultural awareness of the diverse range of skills, activities, talents and overlapping interests of all those that they come into contact with whilst representing UKRO.

Only UKRO Trustees are authorised to comment on behalf of UKRO and all requests for comment should be referred to the Director of Organisational Development, Marketing and Communications (ODMC) in the first instance.

UKRO volunteers will at all times:

- Perform their duties with proper diligence, care and attention
- Seek to achieve high standards of performance and professionalism
- Be reliable regarding their commitments and be self-sufficient regarding bringing the necessary resources to fulfil their role.

Authorised by: Guy Goodman

The Trustees approved this policy on the: 13 March 2023