

Maldon Man Cave: Charter and Code of Conduct

Preamble:

Maldon Man Cave (MMC) is a social organisation dedicated to providing a supportive, inclusive, and positive environment for men in and around Maldon. We aim to foster camaraderie, reduce isolation, promote well-being, and offer opportunities for connection, shared interests, and mutual support. This Charter and Code of Conduct outlines the expected behaviours of all members to ensure that MMC remains a safe, respectful, and enjoyable space for everyone. By participating in MMC, including its social media platforms and organised activities, members agree to abide by these principles.

For the purpose of this document, a 'member' is defined as anyone who participates in MMC activities, including social media platforms, and organised activities.

Core Values:

MMC is built upon the following core values:

- **Respect:** Treating all members with courtesy, consideration, and dignity, regardless of their background, beliefs, or experiences.
- **Inclusivity:** Welcoming and valuing the participation of all men, fostering an environment where everyone feels accepted and belongs.
- **Support:** Offering encouragement, understanding, and practical help to fellow members.
- **Confidentiality:** Respecting the privacy of personal information shared within the group.
- **Positive Contribution:** Actively contributing to a positive and constructive atmosphere within MMC.
- **Responsibility:** Taking ownership of one's actions and their impact on the group.

Expected Behaviour:

All members are expected to:

1. **Treat others with respect:** Engage in polite and considerate communication, avoiding offensive language, personal attacks, discrimination (based on age, race, religion, gender identity, sexual orientation, disability, or any other protected characteristic), harassment, or bullying in any form (verbal, written, or physical).
2. **Be inclusive and welcoming:** Actively engage with new members, make them feel comfortable, and ensure everyone has the opportunity to participate.
3. **Listen actively and respectfully:** Pay attention when others are speaking, allow them to finish their thoughts without interruption (unless for clarification), and show empathy and understanding.
4. **Respect diverse opinions and beliefs:** Acknowledge that members may hold different views and engage in discussions constructively and without judgment. Avoid imposing personal beliefs on others.

5. **Maintain confidentiality:** Respect the privacy of personal information shared within the group, whether during meetings, activities, or online communications. Do not share sensitive information outside the group without explicit consent.
6. **Contribute positively:** Participate in activities and discussions in a constructive manner, offering support, sharing knowledge, and helping to maintain a positive atmosphere.
7. **Take responsibility for their actions:** Be accountable for their behaviour and its impact on others within the group, and the group itself.
8. **Respect the property and resources of MMC and any venues used:** Treat shared spaces and equipment with care and respect.
9. **Adhere to the guidelines and rules of any specific MMC activities or events.**
10. **Communicate respectfully online:** When using online platforms associated with MMC (e.g., website forums, social media groups), maintain the same standards of respectful and inclusive behaviour as in face-to-face interactions. Avoid spamming, sharing inappropriate content, or engaging in online harassment.
11. **Be mindful of language:** Use language that is appropriate for a diverse group of men. Avoid excessive swearing, derogatory terms, or language that could be perceived as offensive or exclusionary.
12. **Respect personal boundaries:** Be aware of and respect the personal space and comfort levels of others. Avoid unwanted physical contact or overly intrusive questioning.

Grounds for Removal from the Group:

Membership in Maldon Man Cave is a privilege, and the following behaviours may result in removal from the group. The Steering Committee (or designated individuals) will review any reported incidents and make a decision based on the severity and impact of the behaviour. The member in question will be given an opportunity to explain their perspective.

1. **Harassment, bullying, or discrimination:** Engaging in any form of harassment, bullying, or discrimination based on any protected characteristic. This includes but is not limited to offensive jokes, slurs, intimidation, or exclusion.
2. **Violence or threats of violence:** Any act or threat of physical violence towards another member or any individual associated with MMC activities.
3. **Illegal activity:** Engaging in or promoting illegal activities during MMC events or using MMC platforms for illegal purposes.
4. **Breach of confidentiality causing harm:** Sharing sensitive personal information disclosed within the group without consent, leading to harm or distress for the individual concerned.
5. **Theft or damage to property:** Stealing or intentionally damaging property belonging to MMC, its members, or venues used for activities.

6. **Persistent disruptive behaviour:** Repeatedly engaging in behaviour that significantly disrupts meetings, activities, or the overall positive atmosphere of the group, despite prior warnings.
7. **Misrepresentation of MMC:** Acting in a way that significantly damages the reputation or values of Maldon Man Cave.
8. **Criminal convictions:** Being convicted of a crime that does not meet the values promoted by MMC, and/or the majority of its members.
9. **Failure to adhere to this Charter and Code of Conduct after warnings:** Repeatedly violating the expected behaviours outlined in this document despite being informed of the concerns and given an opportunity to modify their behaviour.
10. **Serious safeguarding concerns:** Any behaviour that raises serious concerns about the safety and well-being of members or others.

Reporting Concerns:

If any member experiences or witnesses behaviour that violates this Charter and Code of Conduct, they are encouraged to report it to a member of the Steering Committee (whose contact details are available on the website or through group communication channels). All reports will be treated with discretion and addressed appropriately.

Review and Amendments:

This Charter and Code of Conduct will be reviewed periodically by the Steering Committee and may be amended as needed to ensure it remains relevant and effective in maintaining a positive environment for all members. Members will be informed of any changes.

Acknowledgement:

By becoming a member of Maldon Man Cave and participating in its activities, you acknowledge that you have read, understood, and agree to abide by this Charter and Code of Conduct.

Maldon Man Cave Steering Committee 17th April 2025

Link to Website: www.maldonmancave.com