



# **Wicklow Pride® Foundation Limited**

## **Code of Conduct**

Official Governance & Behavioural Standards Document

24 May 2026

**Date:** 24 May 2026

1. Introduction This Code of Conduct outlines the standards, responsibilities, values, and behaviours expected of all individuals representing Wicklow Pride® Foundation Limited. It applies to Directors, Executive Committee Members, Volunteers, Staff, Contractors, Advisors, Event Participants acting in an official capacity, Representatives, spokespersons, and Partner representatives acting on behalf of Wicklow Pride®. 2. Purpose of This Code The purpose of this Code of Conduct is to:

- Protect the integrity and reputation of Wicklow Pride® Foundation Limited.
  - Promote professionalism, accountability, and ethical conduct.
  - Create safe, respectful, and inclusive environments.
  - Ensure all representatives uphold the organisation's mission and values.
  - Promote transparency, trust, equality, and good governance.
3. Organisational Values **Equality** – We believe all people deserve equal dignity, opportunity, protection, and respect.

**Inclusion** – We are committed to creating welcoming and accessible spaces for all people.

**Integrity** – We act honestly, ethically, transparently, and responsibly.

**Accountability** – We accept responsibility for our actions, conduct, and decisions.

**Respect** – We treat all people with dignity, fairness, professionalism, and compassion.

**Diversity** – We celebrate diversity as a strength.

**Community** – We believe positive change is achieved through solidarity, participation, collaboration, and mutual support. 4. General Standards of Conduct All representatives of Wicklow Pride® Foundation Limited are expected to:

- Behave professionally and respectfully at all times.
  - Treat all people fairly and without discrimination.
  - Support the organisation's mission and objectives.
  - Conduct themselves honestly and ethically.
  - Avoid behaviour that could damage the organisation's reputation.
  - Respect organisational policies and governance procedures.
  - Comply with Irish law and applicable regulations.
5. Equality, Inclusion & Anti-Discrimination Wicklow Pride® Foundation Limited has zero tolerance for:

- Homophobia
- Transphobia
- Biphobia
- Racism
- Xenophobia
- Ableism
- Misogyny
- Bullying

- Harassment
  - Hate speech
  - Intimidation
  - Abuse
  - Discrimination of any kind
6. Respectful Behaviour All representatives must:

- Treat colleagues, volunteers, members, stakeholders, and members of the public with dignity and respect.

- Avoid hostile, aggressive, threatening, or abusive behaviour.

- Listen respectfully to differing opinions and perspectives.

- Engage constructively in discussions and decision-making.

7. Public Representation & Media Conduct Representatives of Wicklow Pride® Foundation Limited must recognise that their conduct reflects upon the organisation and the communities it serves. Only authorised representatives may officially speak to media outlets or make public statements on behalf of the organisation unless prior approval has been granted.

8. Social Media & Online Conduct Representatives should use social media responsibly and respectfully. When associated publicly with Wicklow Pride®, individuals must avoid abusive, discriminatory, defamatory, or harmful content and avoid behaviour that may damage the organisation's reputation.

9. Accountability & Transparency Wicklow Pride® Foundation Limited is committed to transparency and accountability in all aspects of its work. Representatives are expected to be honest and truthful in all dealings and cooperate with governance processes.

10. Conflicts of Interest All representatives must act in the best interests of Wicklow Pride® Foundation Limited. Individuals must declare any actual, perceived, or potential conflicts of interest and avoid using their role for personal gain.

11. Financial Integrity & Use of Resources Wicklow Pride® Foundation Limited is a not-for-profit organisation. All organisational funds, sponsorship, grants, donations, and resources must be used solely in support of the organisation's mission and objectives.

12. Confidentiality Representatives are expected to respect confidentiality obligations and protect personal, organisational, and sensitive information.

13. Governance & Participation Board Members, Directors, Committee Members, and Volunteers are expected to participate constructively in meetings and activities, respect agreed governance procedures, and support leadership structures.

14. Safe Environments Wicklow Pride® Foundation Limited is committed to providing environments that are safe, inclusive, respectful, accessible, welcoming, and free from harassment, intimidation, abuse, and discrimination.

15. Breaches of This Code Breaches of this Code of Conduct may result in:

- Informal resolution procedures
  - Verbal or written warnings
  - Temporary suspension from activities or duties
  - Removal from volunteer or representative roles
  - Termination of membership or governance positions
  - Referral to relevant authorities where appropriate
16. Commitment to Professional Development Wicklow Pride® encourages all representatives to participate in training, governance development, equality education, safeguarding awareness, leadership development, and community engagement initiatives.
17. Leaving the Organisation Any representative wishing to resign from their position should do so respectfully and in writing where appropriate.
18. Acceptance of This Code All representatives of Wicklow Pride® Foundation Limited are expected to read, understand, and agree to comply with this Code of Conduct.
19. Annual Review This Code of Conduct shall be formally reviewed annually by

Wicklow Pride® Foundation Limited to ensure it remains effective, relevant, legally compliant, and aligned with the organisation's mission, governance standards, and community responsibilities.