

HIGHLAND – PALESTINE

CODE OF CONDUCT Jan 2026

Our aim is for all Highland - Palestine (H-P) members and participants to feel respected and comfortable in the movement. To this end we ask all members and those active on behalf of H-P to abide by the following Code of Conduct.

It should be noted that H-P is a collective, there is no one person that holds overall responsibility and the membership needs to support each other in upholding this code.

1. Any member who campaigns or organises on behalf of H-P must be treated with respect and consideration and must treat others with respect and consideration.
2. H-P aims to create an environment within its organisational groups and at events that is accessible to everyone, and free from discrimination and prejudice.
3. Regardless of intent, we do not condone any discriminatory language or comments considered to be sexist, racist, Islamophobic, anti-Semitic, homophobic, transphobic, classist, ableist or ageist. H-P is not to be used as a platform to express these views or to platform those known to hold these views.
4. H-P does not condone violence, or rhetoric that incites violence of any kind. This includes all communications within and on behalf of H-P, including social media posts, emails, texts, WhatsApp, public announcements and face-to-face communications.
5. Healthy debate plays an important part in the activities of H-P but aggressive or abusive behaviour will not be tolerated. The H-P Whatsapp Groups are to remain safe and respectful places. Their purpose is for information dissemination and for H-P business communication. They are not to be used for debates, which can be difficult to control. Debates on Whatsapp are to be closed down and taken to the Coordinating Group where discussion can be facilitated.
6. In the event that a member of the public approaches H-P members or representatives with the intent to disrupt or to be abusive, we shall opt not to engage, maintain a physical distance and alert any stewards present. Our aim will always be to de-escalate as this will protect public perception of H-P and prevent detracting from the cause. Some forms of de-escalation that we may employ include non-violent communication, creating a non-threatening barrier, and unified chanting. We shall also aim to record the incident, if possible.
7. Any abusive behaviour will be recorded in the paper incident log kept with H-P stall equipment. Contents of the log will be brought to the Coordinating Group Meeting to be uploaded to the google drive incident log. All relevant incidents are to be reported to the police either via 111 or 999, as necessary.
8. In the event of a member of H-P feeling that they are not being treated with respect as laid out in this Code of Conduct, or a member behaves in a manner that is contrary to this code, this should be raised with members of the Coordinating Group who will seek to resolve the situation with respect and consideration to the parties involved.
9. If a member continues to behave in a manner that is contrary to this code, this is to be discussed at the Coordinating Group using the consensus-model and, if needed, a vote can be taken to decide if the member is to leave the Coordinating Group and/or the H-P community, as appropriate. Unilateral decision making should be avoided.