



Vedic Society Hindu Temple, Southampton (the Temple) Code of Conduct: For Trustees, Members and Employees of the Temple

- 1. Purpose and Mission:** All of Trustees, Members and Employees of the Temple are expected to understand and align with the purpose and mission of the Temple as included in the the Constitution of the Society. They should actively work towards fulfilling the goals of the Temple and promoting its values.
- 2. Ethical Behaviour:** Trustees, Members and Employees should conduct themselves with integrity, honesty, and transparency in all interactions related to the Temple. This includes being truthful, trustworthy, and respectful towards fellow members, beneficiaries, donors, and the public.
- 3. Compliance with Laws and Regulations:** Trustees, Members and Employees must comply with all local, state, and federal laws and regulations, as well as any specific regulations applicable to the charity's operations. This includes financial reporting obligations, fundraising regulations, and any other legal requirements.
- 4. Conflict of Interest:** Trustees, Members and Employees must avoid any situation that may create a conflict of interest between their personal interests and the interests of the Temple. In case a potential conflict arises, Trustees, Members and Employees should disclose it promptly to the appropriate authority and refrain from participating in decisions where a conflict exists.
- 5. Confidentiality:** Trustees, Members and Employees should respect the confidentiality of sensitive information obtained through their involvement with the Temple. This includes donor information, beneficiary details, financial data, and any other proprietary or confidential information. Any unauthorised disclosure may result in severe consequences in accordance with the Constitution of the Temple and application laws and regulations.
- 6. Non-Discrimination and Inclusivity:** Trustees, Members and Employees should treat all individuals with respect and dignity, regardless of their race, colour, religion, gender, sexual orientation, age, disability, or any other characteristic protected by law.
- 7. Responsible Stewardship:** Trustees, Members and Employees should be responsible stewards of the resources entrusted to the Temple. This includes effectively managing finances, assets, and resources when they are involved to maximise the impact of the Temple's programs and activities.
- 8. Communication and Collaboration:** Trustees, Members and Employees should maintain open and effective communication with fellow members, volunteers, beneficiaries, and stakeholders. They should collaborate and work together in a respectful and constructive manner to achieve the Temple's objectives.
- 9. Reporting Violations:** If Trustees, Members and Employees become aware of any violation of this Code of Conduct, Constitution or any other irregularities within the Temple, they should report it to the appropriate authority within the Temple. Whistleblower protection will be provided to encourage reporting without fear of retaliation.
- 10. Continuous Improvement:** Trustees, Members and Employees should continuously strive to improve their own knowledge, skills, and understanding of the Temple's mission, best practices, and ethical standards. They should actively engage in training, professional development, and self-reflection to enhance their effectiveness as charity members.

Adherence to this Code of Conduct is essential for maintaining the reputation, credibility, and effectiveness of the Temple. Violations may result in disciplinary action, ranging from warning and suspension to termination from the committee/membership/employment, depending on the severity and frequency of the violation.