



## Code of Conduct

Here at the MS Society, we believe that everyone should conduct themselves respectfully, inclusively and professionally, treating people with dignity in all their interactions and respecting equality and diversity.

We have the following values and expect anyone working with or for us, which includes staff, volunteers and contractors, to uphold them and demonstrate the positive behaviours that bring them to life.

### We work and volunteer **together**

We support each other so no one has to face MS alone. We work as a community, because together our voices are louder.

### We're **expert**

Our community are experts: people with MS, scientists, researchers, carers, health professionals and policy makers. Everything we do is underpinned by evidence and the experiences of people with MS.

### We're **bold**

We're not afraid to show the realities of life with MS, the highs and the lows. We campaign for what is right and fair. We are always open to new ideas. And one day we will stop MS.

### We're **ambitious**

Stopping MS is within our grasp. Stopping it from progressing. Stopping it from controlling lives. Together we're working to a future where everyone can live well with MS.

## **We expect:**

- That all those connected with or acting on behalf of us take personal responsibility for ensuring they adhere to this Code of Conduct.
- That all individuals involved with or working on behalf of people affected by MS should respect one another and collaborate to achieve our vision.
- Everyone to act as an ambassador for us, ensuring they are mindful of their actions and do not say or do anything which might bring us into disrepute.
- That everyone understands that harassment or bullying will not be tolerated in any form, and ensures their actions reflect that, including reporting or challenging any poor behaviours.
- Everyone to understand and abide by their legal obligations, with particular respect to, but not exclusively, protecting data and IT security, safeguarding, health and safety, equality, diversity and inclusion.
- No-one to use their position for personal gain or to pursue issues or policies which conflict with ours, and abide by our conflict of interest policy.
- Everyone to undertake any required training, guidance or support relating to their role(s).

Anyone requiring support or advice relating to this Code is encouraged to contact us through their usual point of contact.