



Independent North Shields Supporters Association

YOUR VOICE MATTERS

Code of Conduct

We recognise that all officers and committee members offer their time on a voluntary basis, with no financial reward and without prejudice.

All members, officers and associates of the Independent North Shields Supporters Association shall be committed to:

- Supporting, promoting, and furthering the aims and objectives of INSSA.
- Rejecting violence, abusive behaviour or discrimination in any form.
- Making INSSA an inclusive and welcoming group that represents North Shields FC fans from all backgrounds.
- Agree and accept our principle of 'one member, one vote'.
- Recognising that decisions made by INSSA are reached democratically.
- Endorsing our Equality & Diversity policy.

All members, officers and associates of INSSA shall be prohibited from:

- Making communications in the name of INSSA without express permission.
- Profiting from activity associated with INSSA without express permission.
- Complicating or sabotaging the objects, activities or communications of INSSA.
- Bringing INSSA into disrepute by any other means.

1. Equality & Diversity statement

We are committed to ensuring a safe environment for all involved by promoting the benefits of equality, inclusion and diversity with a clear understanding that football belongs to everyone without discrimination.

We will not tolerate harassment, bullying, abuse or victimisation of any kind.

We as fans stand together as one so that everyone can feel welcome and enjoy the beautiful game and support the work of organisations such as *Kick It Out* and the *Football Supporters' Association*.

2. Digital Usage Policy

All members, shall agree to:

- Not divulge information which is confidential to INSSA, its members or suppliers.
- Ensuring that they do not conduct themselves in a way that is detrimental to INSSA.
- Not use social media at any time in a way that could damage the reputation of INSSA and/or its partners
- Respect the privacy, reputation and feelings of others at all times.
- Members may not comment, share images or information that may cause embarrassment to the Association or an individual member.
- Not use personal social media accounts for INSSA business.
- We reserve the right to suspend or block anyone using, or commenting with foul or abusive language, displaying discriminatory comments or behaviour or engaging in provocation or threatening behaviour through words or actions that may cause harm or upset, whether actual or perceived.

3. Complaints & Discipline

All members, officers and associates of INSSA have the right to provide feedback, report any issues or submit a complaint. All members must ensure they are aware of the process, which is set out in our 'Complaints Policy', a copy of which is available via our website:

<https://independentnssa.org/documents>

4. Privacy Statement

Your privacy is critically important to us, the following fundamental principles underpin our

Privacy Policy

- We are thoughtful about the personal information we ask you to provide and the personal information that we collect about you through the operation of our services.
- We store personal information for only as long as we have a reason to keep it.
- We aim to make it as simple as possible for you to control what information we hold.
- We aim for full transparency on how we gather, use and share your personal information.