

# **NHA** National Health Action Party

## **Code of conduct**

### **1. Who this code of conduct affects**

The National Health Action Party ('NHA') has a duty to take proportionate disciplinary action in response to unacceptable conduct by any National Executive Committee (NEC) member, party member, or party volunteer. These individuals are expected to adhere to the General Code of Conduct detailed below.

The NHA expects its representatives to behave in a courteous manner at all times in accordance with the Electoral Commission Code of Conduct. Representatives of the NHA include candidates standing at election, their agents and their staff and supporters; party officers, members and supporters campaigning at election.

### **2. General Code of Conduct**

All NEC members, party members, and party volunteers shall avoid conduct that is contrary to the interests of the Party. This includes, but is not limited, to:

- a. bringing the Party into disrepute,
- b. materially breaching a Rule or Party Policy,
- c. conduct incompatible with the Party's aims and values,
- d. abuse, bullying, harassment or intimidation of any individual,
- e. conduct which discriminates against another person on the basis of a protected characteristic under the Equality Act 2010
- f. impersonation of an NEC Member or spokesperson,
- g. persistent and deliberate disruption of Party business,
- h. conduct which causes financial harm to the Party.

This code of conduct applies specifically to conduct that is relevant to the party, as determined by the NEC.

### **3. Proportionate action**

Breaches of this Code of Conduct shall be managed in a proportionate manner. In instances where misconduct is only mildly reprehensible, efforts will be made to settle the matter informally. Failing this, a formal written warning will normally be made prior to any further escalation. However, repeated and/or serious breaches will result in formal disciplinary procedures and/or suspension from the party, as detailed in the party's constitution and rules.

### **4. Complaints**

Any NEC member, party member, volunteer, or party representative who becomes aware of a complaint (informal or formal) should promptly forward the details of the complaint to the NEC.