

NFU Cymru Policy

Code of Conduct for Shows and Events

Written by:
Secretary to the National Farmers' Union

Department
Compliance

Valid from:
October 2023

To be reviewed by:
October 2025

At NFU Cymru, we embrace the unique worth of everyone from all backgrounds, identities and circumstance. As a Professional, Resourceful, United and Inclusive organisation, we strive to celebrate all individuals. We are committed to creating a sense of belonging, educating and developing an inclusive community, and welcoming the value of diversity.

The purpose of this Code of Conduct is to set out the standards of behaviour expected from all attendees at NFU Cymru shows and events; it applies at any NFU event (in-person & virtual) and must therefore be shared with all those registered to attend events, prior to the event.

All attendees, including members, non-members, guests, speakers, sponsors, suppliers, and employees are expected to understand and comply with the code of conduct, associated policies and all applicable laws. Attendees bringing guests to events should share relevant pre-event communications if we do not have their contact details to also ensure their understanding and compliance.

NFU Cymru will not tolerate bullying, harassment or sexist, racist, or exclusionary comments or jokes. Harassment includes violence, aggression, sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent.

All attendees should ensure that they have read and comply with this Code of Conduct.

1. Dignity and Respect

You must treat all people fairly, with civility and respect, whilst valuing the diverse contributions of all.

NFU Cymru does not tolerate any form of bullying, harassment or sexist, racist or exclusionary comments.

2. Equality, Diversity and Inclusion

Every individual should feel comfortable being their authentic selves and expressing their views. NFU Cymru represents a broad range of experiences, thoughts, and ideas.

You must create and uphold equal opportunities and fair treatment for all, regardless of personal characteristics, political views, status, affiliations, or relationships.

3. Safeguarding

NFU Cymru ensures that safeguarding and security of employees and members is paramount and we have a collective responsibility to contribute to a safe and supportive environment at events.

4. Reputation

In your attendance at NFU Cymru shows and events, you must not conduct yourself in a manner which could reasonably be regarded as bringing NFU Cymru, its employees or its members into disrepute.

You must not make vexatious, malicious or frivolous complaints against members or employees.

5. Offensive Comments and Behaviour

NFU Cymru will not tolerate bullying, harassment or offensive comments.

Harassment includes violence, aggression, inappropriate physical contact, sexual innuendos, intimidation, stalking and photography or recording of an individual without consent.

6. Consumption of alcohol and misuse of drugs

Being under the influence of alcohol or drugs can seriously impair an individual's judgement and reactions leading to an increased risk of accidents and incidents occurring, therefore any consumption of alcohol at an event must be moderate and consumption of illegal drugs is strictly prohibited.

7. Breach

All attendees of NFU Cymru shows and events are expected to adhere to this Code of Conduct. This Code applies to every attendee at any in-person and/or virtual event.

NFU Cymru reserves the right to eject from an event any attendee who breaches this code of conduct.

Any person who considers that there has been a breach of this Code of Conduct may make a 'Complaint about Behaviour' via the NFU Cymru website - <https://www.nfu-cymru.org.uk/complaints-procedure/>

Any complaints relating to conduct will be promptly and sensitively investigated and actioned in accordance with the relevant policies.

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