



## **Proposed UNAA Membership Code of Conduct**

### **Introduction**

Pursuant to Article 2.4 (UNAA Governing Laws) and Article 3.9 (Membership Code of Conduct), all members of UNAA shall observe and uphold the UNAA Constitution, the Bylaws, the Membership Code of Conduct, and, if elected or appointed to any leadership position, shall also adhere to the Leadership Code of Conduct and Ethics.

### **1. Background**

Since its inception in 1988, the Ugandan-North American Association (UNAA) has never had a membership code of conduct. The Association has largely relied on the goodwill of its culturally diverse membership to conduct themselves in the most civil and humane manner, an expectation that has often been abused or completely unrealized. For the appropriate conduct by its members, UNAA has irregularly recognized and awarded its members often on unclear and questionable criteria. For the non-compliant members, the Association has not consistently applied appropriate disciplinary action.

This Membership Code of Conduct sets guidelines for the entire UNAA membership on what the Association expects of it as appropriate conduct and what it prohibits as inappropriate behavior. To further promote and consolidate socially acceptable conduct and to support and encourage the Association's foundation as a nonprofit organization, UNAA shall annually recognize and present awards to members in good standing who will have exhibited outstanding behavior and demonstrated exceptional performance in community service and volunteer activities that enhance the purpose and objectives of UNAA.

This Membership Code of Conduct also highlights a process by which those members who engage in prohibited behavior shall be subjected to a disciplinary process and the sanctions that shall be imposed on them should they be found culpable as articulated in article 11 (Rules and Disciplinary Committee—RDC). The standards of behavior described in this Membership Code of Conduct shall be adhered to by all members of UNAA.

All members of UNAA shall annually acknowledge to have read, understood, and declared their commitment to upholding the standards of behavior described herein.

### **2. UNAA Appropriate Behavior**

- (a) UNAA members shall be active leaders, volunteers, and participants in all association's programs and or activities.
- (b) UNAA members shall observe and support equal opportunity programs that reject discrimination for membership purposes, on the basis of race, color, religion, political affiliation, gender, age, disability, marital status, sexual orientation, nationality, or ethnicity.



- (c) UNAA members shall promote and engage in nondenominational, non-sectarian, non-political, secular, and nonprofit activities to enhance the unity and welfare of the association and their communities.
- (d) UNAA members shall voluntarily offer themselves to serve in leadership positions and in any other roles that promote and support the realization of the association's purpose and objectives.
- (e) UNAA members shall conduct themselves with respect by treating others as fellow humans and engage in activities that benefit the community and support humanity; "Ubuntu-- I am, because you are".
- (f) UNAA members shall conduct themselves in a manner that reflects Uganda's rich and diverse ethnic makeup by upholding a culture of inclusiveness and diversity ; critical to UNAA's long term success.

### **3. Recognition for Exemplary Community Service & Volunteerism**

All UNAA organs shall work jointly to annually recognize and present awards to members who have exhibited outstanding or exceptional conduct and those who have participated in exemplary community service and volunteerism activities that enhanced the Association's purposes and objectives.

The association shall form an **Awards Committee as prescribed in** Article 9.7 to annually recognize and present awards to members who shall have exhibited outstanding or exceptional conduct and those who shall have participated in exemplary community service and volunteerism activities that enhanced the Association's purposes and objectives.

The UNAA executive shall annually budget for funds to cover the activities of the Awards Committee for approval by the UNAA Council.

Recognitions and awards shall be presented to the winners during the banquet at the annual UNAA convention during the Labor Day weekend.

### **4. Prohibited Conduct in UNAA**

A member of UNAA shall not:

Engage in inappropriate behavior or activities that result in damage to property where a UNAA event has taken place. Any member found to have violated this code of conduct shall be liable to repairing or paying costs to replace the damaged property.

A member of UNAA shall not:

- (a) Physically or verbally assault or abuse another member during an UNAA activity. A member who violates this code shall be subjected to disciplinary procedures as prescribed in Article 11 (Rules and Disciplinary Committee-RDC).
- (b) Engage in cyber harassment of other members on UNAA platforms including all UNAA-related online or social media spaces.



- (c) Disclose any association’s confidential information to the public without the express permission or authority from the association’s leadership organs.
- (d) Connive with others to misuse or embezzle UNAA funds for activities not approved in the association’s annual budget passed by the UNAA Council.
- (e) Consume intoxicants to levels which make him/her appear disorderly or as a nuisance in public during UNAA organized activities.
- (f) Engage in a verbal or written smear public campaign that undermine the objectives and purpose of UNAA.
- (g) Participate in activities that violate the equal opportunity doctrine espoused by the association to promote nondenominational, non-sectarian, non-political, secular, and objectives and purpose of the association.
- (h) Engage in activities or programs that promote or support discrimination for UNAA membership purposes, on the basis of race, color, religion, political affiliation, gender, age, disability, marital status, sexual orientation, nationality, or ethnicity.

### **5. Adjudication and Disciplinary Action**

Any member of UNAA who violates the provisions of this membership code of conduct and other UNAA governing policies shall be subjected to processes and procedures described in article 11 (Rules and Disciplinary Committee (RDC)). Such a member shall have a right to a fair hearing, and his/her case shall be investigated and adjudicated and a report about his/her case submitted to the BOT with recommendations on the disciplinary action to be approved and imposed by the UNAA Council. UNAA shall pursue a zero-tolerance policy for bad behavior and no form of impunity shall be tolerated.

Any member dissatisfied with the process or sanctions imposed upon him/her shall have the right to appeal against any disciplinary action by following procedures described in article 11 (Rules and Disciplinary Committee).

### **6. Membership Agreement**

**I have read and understood the UNAA Membership Code of Conduct and all UNAA governing policies and I do hereby declare and agree that I shall uphold and comply with the provisions in these UNAA governing policies to promote and sustain the Association’s purpose and objectives.**

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Name

Signature

Date