

IMMORAL CONDUCT OR INDECENY POLICY



NNATIONAL **C** COLOURED **C** CONGRESS

1.1. VERSION DATE: 04 JANUARY 2023

1. POLICY TITLE

National Coloured Congress Policy on Immoral Conduct or Indecency.

2. POLICY OVERVIEW

The National Coloured Congress (NCC) is committed to maintaining a respectful and inclusive environment for all its members. This policy aims to address and prevent immoral conduct or indecency within the organisation. The NCC expects all members to adhere to high ethical standards and treat each other with dignity and respect.

POLICY STATEMENT

3. DEFINITION OF IMMORAL CONDUCT OR INDECENCY:

Immoral conduct or indecency refers to any behaviour that violates commonly accepted moral standards, promotes discrimination, harassment, or creates a hostile environment within the NCC. This includes, but is not limited to, verbal or written abuse, offensive language, sexual harassment, inappropriate gestures, or any form of discrimination based on race, gender, religion, sexual orientation, or any other protected characteristic.

4. PROHIBITION OF IMMORAL CONDUCT OR INDECENCY

The NCC strictly prohibits any form of immoral conduct or indecency within its premises, events, meetings, or any other official activities. All members, including employees, volunteers, and participants, are expected to comply with this policy.

5. REPORTING MECHANISM

The NCC encourages individuals who have experienced or witnessed immoral conduct or indecency to report such incidents promptly to the chairperson of the disciplinary committee on the level that the member serves. The organisation will provide a confidential and accessible reporting mechanism to ensure the safety and privacy of those involved.

6. INVESTIGATION AND DISCIPLINARY ACTIONS

Upon receiving a report, the NCC will conduct a thorough and impartial investigation. The organisation will take appropriate disciplinary actions against individuals found responsible for immoral conduct or indecency. Disciplinary actions may include, but are not limited to, warnings, suspension, termination of membership, or legal consequences if applicable.

7. SUPPORT AND CONFIDENTIALITY

The NCC is committed to providing support to individuals who have experienced immoral conduct or indecency. Confidentiality will be maintained throughout the

investigation process, and individuals reporting incidents will be protected from retaliation.

8. AWARENESS AND TRAINING

The NCC will conduct regular awareness campaigns and training sessions to educate members about the importance of maintaining a respectful and inclusive environment. These initiatives will focus on promoting understanding, empathy, and appropriate behaviour within the organisation.

9. SUPPORT AND RESOURCES

The National Coloured Congress will provide support and resource centre information to individuals who have immoral and indecency issues. This may include access to counselling services, information on legal rights, and assistance in navigating the reporting process.

10. POLICY REVIEW

The NCC will periodically review and update this policy to ensure its effectiveness and alignment with evolving societal norms and legal requirements.

11. CONCLUSION

The National Coloured Congress is dedicated to fostering a culture of respect, dignity, and inclusivity. This policy on immoral conduct or indecency serves as a guideline for all members to uphold these values and contribute to a safe and welcoming environment within the organisation.

APPROVED AND SIGNED

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Electronically Signed by:

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Date: 10 January 2024

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