



CODE OF CONDUCT FOR SOUTH AFRICAN RAINBOW ALLIANCE

1. PURPOSE OF THIS CODE OF CONDUCT

The purpose of this code of conduct is:

1. To set out the minimum standards of behaviour expected from anyone associated with SARA either as an elected/appointed official/office holder or ambassador.
2. To promote equality of opportunity, diversity and inclusion, and the absence of any and all inappropriate behaviour, in all aspects of SARA's activities.

2. THE PARTY CONSTITUTION

Every person associated with the Party:

- Is bound by SARA Constitution.
- Agrees to abide and promote the objects and values of the Party.
- Must not have engaged or engage in any conduct which brings or is likely to bring the Party into disrepute.
- Must obey the rules of every alliance member they belong to.

3. ANTI-DISCRIMINATION

Every ambassador or person associated with the Party must not discriminate against, bully, harass or victimise any other person because of age, disability, gender, race, religion, sex or sexual orientation.

4. ANTI-BULLYING AND HARASSMENT

Every ambassador or person associated with the Party must not bully or harass anyone for any reason.

5. TOLERANCE AND RESPECT OF OTHER INDIVIDUALS

SARA provides a platform where people are entitled to hold and express opinions, views and outlooks that others may strongly disagree with.

Every ambassador or person associated with the Party are expected to have basic, common respect for, and tolerate, those individuals who may differ with them and afford them an opportunity to express themselves.

6. BEHAVIOUR ON SOCIAL MEDIA

Every ambassador or person associated with the Party must not misuse the social media.

A person may have misused the social media when they use:

- Commits a crime.
- Commits an unlawful act and/or engages in prohibited conduct under the Constitution of the Republic of South Africa and the Party.
- Breaches this Code of Conduct.
- Breaches the confidentiality of any Party process.
- To “like” or “share” or “repost” or otherwise republish or endorse posts made by others that are intended or would bring the Party into disrepute.

7. ASSISTING POLITICAL OPPONENTS OR OPPOSITION

Every ambassador or person associated with the Party must not:

- Be a member of or associated with any other registered political Party except the known Alliance Member. If they do, it is an automatic expulsion from the Party.
- Oppose any SARA candidate in any election and/or act as the agent for anyone who does. If they do, it is an automatic disciplinary offence and if proved is likely to result in their expulsion from the Party.

8. COMPLIANCE WITH THE DISCIPLINARY OUTCOME

Every ambassador or person associated with the Party must comply with all the disciplinary sanctions made against them. Failure to do so may result in further disciplinary action and/or expulsion from the Party.

9. WHAT STANDARDS ARE EXPECTED OF INDIVIDUALS COVERED BY THIS CODE

All the individuals covered by this code of conduct should:

1. Conduct themselves in a manner that is accountable and responsive to Party.
2. Pay allegiance to the Constitution of the Republic of South Africa and the Constitution of the Party.
3. Belief in the value and dignity of all human life.

4. Support the equality of all the South Africans.
5. Belief in the freedom of the citizens of South Africa, including freedom of speech, worship and assembly.
6. Lead by example to encourage and foster respect and tolerance.
7. Treat others with civility, courtesy and respect.
8. Act with honesty and probity and in a manner which upholds the reputation and values of the Party. Such a duty is fundamental to the Party. A conduct which the public may reasonably perceive as undermining an individual's honesty and probity is likely to diminish trust and confidence placed on the Party by the public.
9. Not use their position in the Party to bully, abuse, victimise, harass or unlawfully discriminate against others.
10. Take reasonable steps to ensure that people who wish to raise concerns about bullying, discrimination, harassment and/or victimisation by other feel able to do so, and know how to follow the complaints procedure set out in this Code.
11. Co-operate fully with any process set down by the Party leadership should a grievance process be instigated.

10. PROCEDURE FOR ALLEGED BREACHES OF THE CODE OF CONDUCT

If any individuals wish to make a formal complaint against any person associated with the Party they should email info@sara-za.com.

When we receive a formal complaint, we will investigate it in a timely and confidential manner. The investigation will be conducted by someone with the appropriate experience and no prior involvement in the complaint. The investigation should be thorough, impartial and objective, and carried out with sensitivity and due respect for the rights of all parties concerned.

The following process will be adopted:

1. We will obtain a written statements from the complainant and notify the respondent(s) that a complaint has been made about them. The respondent will be given a period of seven working days to provide any evidence or details that will help to establish their position. It may be necessary to interview witnesses to any of the incidents mentioned in the complaint. If so, the importance of the confidentiality will be emphasised to them.
2. A panel consisting of no fewer than three people, appointed by the Party Chairperson, will examine the complaint and the evidence gathered.
 - In a case of an allegation of criminal wrongdoing, we will strongly recommend to the complainant to report this to the relevant law enforcement agencies as soon as

practicable. In certain cases, we may have a duty to contact the relevant law enforcement agency directly.

- The panel will collectively determine whether the complaint warrants further investigation and/or whether there is a potential breach of the Party's Code of Conduct, or whether it is malicious.
 - If the panel agrees that the Code of Conduct has not been breached, and the complaint does not warrant a further investigation by the Party, then the complainant will receive a written notification of this, explaining the decision.
 - If it is agreed that the Code of Conduct may have been breached, the process will move to paragraph 3 below.
 - The records of meetings and decisions will be kept for a minimum of three years.
3. The panel established under paragraph 2 above, will examine further the complaint and the evidence gathered.
- The panel will provide their findings to the Party Chairperson, recommending the appropriate sanctions.
 - If the panel cannot agree collectively on its findings, the dissenting views must be presented as well as the majority view.
 - If deemed appropriate by the Party Chairperson, the complaint may be then be referred by the Chairperson of the Party to the Executive President and/or the Presidential Committee, who shall take such action as they see fit. This includes, but is not necessarily limited to, suspension or expulsion from the Party.
 - Any hearing of any panel established to hear a complaint under the Code of Conduct will be provided with the terms of reference and procedure to be adopted at the hearing. The panel will be obliged to consider an application on behalf of the respondent for the matter to be dismissed on the grounds that the complainant's case is malicious, or for any other reason.
 - No individual, ambassador or organisation associated with the Party shall be permitted to litigate against the Party in any court of law.
 - Any action brought by the individual, ambassador, organisation or member associated with the Party, in a court of law, will result in the immediate termination and/or expulsion from the Party.
 - Individuals, ambassadors, members, organisations must use only the Party internal processes to resolve any complaint or conflict that may arise.
 - Records of meetings and decisions of the panel will be kept for a minimum of 3 years.

ANNEXURE: DEFINITION AND INTERPRETATION

1. **Party** means South African Rainbow Alliance (abbreviated SARA).
2. **Discrimination** includes victimising or harassing any other person because of race (including colour, ethnic, national origin, nationality, citizenship), sex, sexual orientation, disability, age, religion, pregnancy or maternity status.
3. **Harassment** is any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating a person's dignity or creating intimidating, hostile, degrading, humiliating or offensive situation or environment for them. A single incident can amount of harassment. Harassment may involve conduct of a sexual nature (sexual harassment), or it may be related to age, disability, pregnancy or maternity, race, colour, nationality, ethnic, religion, sex or sexual orientation. Harassment is unacceptable even if it does not fall within any of these categories.
4. **Bullying** is offensive, intimidating, malicious or insulting behaviour involving the misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened. Power does not always mean being in a position of authority, but can include both personal strength, influence and the power to coerce through fear or intimidation. Bullying can take the form of physical, verbal and non-verbal conduct.