

CSC Code of Conduct for Alumni

As a Commonwealth Alumnus, you are an ambassador for both the CSC and your home country, and your actions and communication will have an impact on the reputation of both. You are therefore expected to adhere to high standards of conduct and behaviour and to show respect to others and your surroundings at all times.

The CSC aims to enable a free exchange of ideas during all its activities in order to achieve the maximum potential impact for all participants. Recognising the diversity of backgrounds of those within the CSC community – including in terms of race, religion, gender, sexuality, age, cultural values, and disability status - you are reminded to always be respectful to others and to behave professionally. All communication should be appropriate for an audience including people of many different backgrounds; harassment and sexist, racist, or exclusionary comments or jokes are not appropriate, nor is discrimination either direct or indirect.

The same considerations apply to social media and electronic communications, including the provisions of this Code, apply as would to speaking in public or writing something for publication, either officially or in a personal capacity. When engaging with social media you should at all times respect confidentiality, financial, legal, and personal information. Social media and electronic communications, whether public or private, addressed to a group or an individual, should never be used for harassment, bullying, defamation, or any behaviour that makes another individual feel threatened or uncomfortable.

The CSC is committed to proactively safeguarding and promoting the welfare of Commonwealth Scholars, Fellows, and Alumni and to protecting all those with whom award-holders come into contact. This includes contact unrelated to the CSC and applies to electronic contact as well as all activities conducted overseas including fieldwork. The CSC requires Commissioners, Secretariat staff, and Scholars, Fellows, and Alumni to fulfil their role and responsibilities and conduct themselves in a manner consistent with requirements for safeguarding. The CSC safeguarding policy is available on the [gov.uk website](https://www.gov.uk).

The CSC operates a zero-tolerance attitude to fraud and will investigate all instances of actual, attempted, and suspected fraud, bribery, or corruption committed by Commonwealth Alumni in relation to any activities conducted with support from – including promotional and financial – or on behalf of the CSC. Any such instances will be considered under the CSC's anti-fraud policy, which is available on the [gov.uk website](https://www.gov.uk).

Commonwealth Alumni are expected to treat any staff engaged within the CSC Secretariat, or within any other organisation contracted to provide services to the Commission, with courtesy and respect. It is expected that such staff will show you the same consideration in return.

Any complaints received or issues related to the behaviour of Commonwealth Alumni brought to the Commission's attention will be taken very seriously and any behaviour that does not adhere to the above values and expectations will be investigated by the CSC. Your engagement with the CSC may be terminated at any time for reasons of unsatisfactory conduct, as outlined in this Code.