



Battle of the Gold

GLOBAL OB ASSOCIATION

CODE OF CONDUCT

THE BATTLE OF
THE GOLD
GLOBAL OB
ASSOCIATION.

A COMPANION
DOCUMENT TO
THE
CONSTITUTION

VOL.01
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PREAMBLE

This Code of Conduct sets out the standards of behaviour expected of everyone who takes part in the Battle of the Gold Global OB Association: every Financial Member, Associate Member and Honorary Member, every member of the Executive Committee, and anyone else using the Association's website or taking part in its activities. It is a companion to the Constitution and should be read alongside it. Where anything in this Code conflicts with the Constitution, the Constitution shall prevail.

1. PURPOSE AND SCOPE

- 1.1 Purpose.** This Code exists to keep the Association a welcoming, trustworthy and well run community for former students of St Mary's College and Kegalu Vidyalaya, wherever in the world they now live.
- 1.2 Who this Code applies to.** It applies equally to Financial Members, Associate Members, Honorary Members, candidates for office, members of the Executive Committee, members of the Election Committee, and any volunteer or guest taking part in an Association activity.
- 1.3 When this Code applies.** It applies on the Association's website, in official communications and social media groups, at the Battle of the Gold and other events, at general meetings and committee meetings, and whenever a person is representing or acting on behalf of the Association.

2. GUIDING PRINCIPLES

- 2.1 Equality between the two schools.** The Association treats St Mary's College and Kegalu Vidyalaya, and their respective alumni, as full and equal partners. No member, officer, or activity of the Association shall favour one school over the other.
- 2.2 Respect for every member.** Every member is entitled to be treated with courtesy and respect, regardless of age, nationality, gender, ethnicity, religion, profession, disability, or the year they left school.
- 2.3 Integrity.** Members and officers are expected to act honestly in all dealings with the Association, particularly in financial matters.
- 2.4 Service before self.** In the spirit of St Mary's College's own motto, members are encouraged to place the good of the Association and both schools above personal advantage.
- 2.5 Transparency.** The Association's governance and finances are conducted openly, and members are entitled to expect the same openness of one another.

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- 2.6 A non-political, non-sectarian association.** The Association takes no political position and does not favour either school's religious affiliation over the other. All members are welcome regardless of their political or religious views, provided they treat others with respect.

3. EXPECTED CONDUCT

- 3.1 General conduct.** Members shall act in good faith, treat fellow members courteously, and act in a manner that reflects well on the Association and on both schools.
- 3.2 Communication.** Disagreement is natural in any community, but it should be expressed respectfully. Harassment, bullying, hate speech, or personal attacks, whether directed at a member, an officer, or either school, will not be tolerated.
- 3.3 Conduct on the website and in online groups.** When registering, members must provide accurate information about themselves, including their school and year of graduation. Members must not impersonate another person, post spam or unsolicited commercial content, or use official Association groups and forums for purposes unrelated to the Association.

- 3.4 Financial integrity.** Members must be honest in all matters relating to membership fees and donations, including the remittance advices they submit. Officers who handle the Association's funds hold those funds in trust for the membership and must account for them faithfully.
- 3.5 Conduct at events and meetings.** The Battle of the Gold, reunions, and other Association events should be occasions of fellowship and healthy competition. Members are expected to conduct themselves with dignity, to respect match officials and opposing supporters, and to avoid any behaviour that could embarrass the Association or either school.
- 3.6 Conflicts of interest.** A member of the Executive Committee or the Election Committee who has a personal or financial interest in a matter before the committee must declare it and withdraw from the decision.
- 3.7 Confidentiality and data protection.** Members' personal information, including contact details and payment records, is confidential. It must not be shared, copied, or used for any purpose outside the Association's business without the member's consent.
- 3.8 Use of the Association's name and identity.** The Association's name, crest, and website may not be used for personal or commercial gain, or to imply an endorsement that has not been given, without the written consent of the Executive Committee.
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3.9 Return of credentials on completion of a term. Any officer, committee member, subcommittee member, or volunteer who has been given login credentials, administrative access to the website, financial records, or other official documents or materials in the course of office work, documentation, website management, or any similar responsibility, must hand over or return all such credentials, records, and materials to the Executive Committee, or to their successor, within fourteen days of their term or role ending. No copies of confidential Association records, data, or access credentials may be retained after that point, and passwords to any Association system must be changed once handover is complete.

4. CONDUCT THAT WILL NOT BE TOLERATED

The following, without limitation, are treated as breaches of this Code:

- harassment, bullying, or discrimination of any kind;
- dishonesty in registration, membership fees, remittance advices, or donations;
- conduct that brings the Association, St Mary's College, or Kegalu Vidyalaya into disrepute;
- unauthorised use of Association funds, data, or branding;
- canvassing, bribery, or other improper conduct in connection with an election;
- sharing another member's personal information without consent;
- any conduct that would be unlawful in Sri Lanka or in the member's country of residence.

5. RAISING A CONCERN

- 5.1** Any member who believes this Code has been breached may raise the matter in writing with the General Secretary or any member of the Executive Committee.
- 5.2** Concerns will be handled discreetly, and information will be shared only with those who need to know it in order to address the matter fairly.
- 5.3** A member who raises a concern in good faith will not be penalised or disadvantaged for having done so, even if the concern is not upheld.
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6. HOW A CONCERN IS HANDLED

- 6.1 The Executive Committee will look into a reported concern promptly and fairly, and will give the member concerned a proper opportunity to respond before reaching a decision, consistent with Articles 5.8 and 12.2 of the Constitution.
- 6.2 Depending on the seriousness of the matter, the outcome may range from no further action, to an informal word, a written warning, suspension of membership or website access, or removal from membership under Article 5.8 of the Constitution.
- 6.3 A member who is suspended or removed may appeal to the next general meeting, whose decision is final, as provided in the Constitution.
- 6.4 Where a matter may involve a criminal offence, the Executive Committee may refer it to the appropriate authorities in Sri Lanka or in the member's country of residence, in addition to any action it takes itself.

7. A HIGHER STANDARD FOR OFFICE BEARERS

- 7.1 Members of the Executive Committee, and candidates for office, are expected to lead by example and to hold themselves to at least the same standard they expect of other members.
- 7.2 Each Regional Vice Committee Member has a particular responsibility to promote this Code among members in their Region.

8. REVIEWING THIS CODE

- 8.1 The Executive Committee will review this Code from time to time and may update it to reflect the Association's growth and experience, provided any update remains consistent with the Constitution.
- 8.2 Members will be notified of any material change through the website.

9. ACKNOWLEDGEMENT

- 9.1 By registering as a member of the Association, or by taking part in any of its activities, a person agrees to be bound by this Code of Conduct.