GASI – Code of Behavior

"Being a respected and effective member of the group, being accepted, being able to share, to participate, belong to the basic constructive experiences in human life. No health is conceivable without this".

Foulkes and Anthony: Group Psychotherapy. The psychoanalytic approach. P.27

"Undoubtedly, we need to have the capacity for empathy with our fellow humans. We are involved far more than we usually know, too much so perhaps. The ideal of this empathy comes from a certain philosophical attitude, by seeing things in proportion, as part of the human problem in which we are all continuously involved".

Foulkes: My philosophy in psychotherapy. Selected papers. P. 280

Introduction

In the spirit of these fundamental attitudes, GASi is an organization that welcomes group analysts, students of Group Analysis, and anyone for whom group analysis is close to their world view and values.

In establishing this Code of Behavior, we are committed to ensuring that all GASi members are treated with dignity and respect, irrespective of age, disability, gender reassignment, nationality, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation (Equality Act, 2010).

Given we work with strong emotions in the field of mental health and in the spaces in which we come together, whether in person or online, there may be times when members act in ways that may cause offence or disturbance to others. We expect our members adopt a reflective and reflexive attitude when disturbances occur, including where relevant to bear accountability for their own actions, maintaining the group analytic spirit of dialogue and exchange, striving for understanding and reparation.

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All GASi members are expected to behave professionally and appropriately and have the right to expect professional and appropriate behaviour from others. Inappropriate behaviour for the purposes of this Policy includes bullying, harassment, discrimination, sexual misconduct and victimisation (see section on discrimination and harassment below).

GASi's core values

Striving to ensure everyone is treated with dignity and respect is central to our core values. GASi, as an organization and community, recognizes belonging as a core value and a crucial component of mental health.

The Aims and Values of the Group Analytic Society can be found on the GASi website.

Based on these core values we expect all GASi members, trustees and staff to:

- Maintain the dignity of communication of GASi trustees and members
- Enhance mutual recognition, understanding and acceptance among all members and staff. Relations between members must be based on mutual respect and collegiality.
- Remember that interpersonal relationships in GASi should be based on everyone being a fellow human and this should take precedence over larger affiliations like nationality, color, ethnicity, creed, culture, or religion.
- Recognise that GASI is both an organization and a community. It is based on acceptance, belonging, and invitation to participate and share basic values.
- To be inclusive and respect the opinions and beliefs of others, refraining from imposing their own personal value system if it contradicts essential values stated.
- Recognise individual members' subjective self-definition in terms of gender, sexual orientation, national affiliation, ethnicity, creed, culture, and religion.
- Refrain from relating to members as if they represent a society, nation, or any public unless the member chooses to do so him/herself.
- Transform conflict into dialogue and emotions into words, and remind members of their responsibilities and the constraints to which they are bound by their profession and as GASi members.
- Not publicly express negative judgements that are detrimental to their own personal and professional reputation

- Remember that GASi is an international organization with members from more than 26 countries. It is important we all respect and come to understand difference in relation to an individual member's nationality, ethnicity and culture within their country and how these might impact on communications, relationships and interpreting group analysis. Accept each member's identity in their national affiliation and citizenship as they see it.
- Pay particular attention to personal, social, cultural, organisational, financial and political factors in order to avoid the inappropriate use of their influence.
- Not make undue or improper use of trust and possible situations of dependence of the recipients/trainees in their professional services. Each member has to respect their professional code of ethics.
- Implement guarantees of protection for the person/recipient/member concerned during the establishment and use of documentation systems.
- Do not engage in misconduct aimed at gaining facilitation or collaboration or financial benefit.
- Never use or adapt someone else's images or written content without permission from them.
- Acknowledge the source/author/resource citation, where permission has been given to reproduce content as not to do so is considered a breach of copyright.
- Do not breach confidentiality in any communications made in a personal capacity in GASi activities e.g. small, median (name of specific type of group analytic group) and large groups.
- GASi members are expected to avoid use of GASi's resources to access personal details, email addresses or other personal data and adhere to GDPR guidelines on data protection.

Discrimination and harassment

Members and staff should not post content that could be considered discriminatory against, or bullying or harassment of, any individual, on either an official GASi social media channel or a personal account. Members must not behave in a way which is likely to cause harm or distress to others. Bullying behaviour causes harm or distress, especially if it persists in terms of frequency and duration. It is characterised by imbalance of power between the perpetrator and the victim/target and by the victims' inability to defend themselves.

Examples of bullying and harassment include the following:

- Making offensive or derogatory comments (e.g. name calling)
- Using social media to bully another individual
- Posting images that are discriminatory or offensive or links to such content
- Humiliating or ridiculing/deriding any individual or group
- Spreading gossip and rumours about someone
- Ignoring or excluding any individual or group
- Insulting or making offensive remarks about a person (i.e. habits and background), their attitudes or their private life
- Shouting at or making someone a target of spontaneous anger (or rage)
- Intimidating behaviour such as finger-pointing, invasion of personal space, shoving, blocking/barring the way or intimidating utterance
- Ignoring or expressing a hostile reaction when approaching someone
- Persistent criticism of someone's contribution and effort
- Persistently ignore others' opinions and views
- Making allegations against someone
- Making someone subject of excessive teasing and sarcasm
- Threats of violence or physical abuse or actual abuse

If a member (or members) thinks these codes are being broken by an individual or group of individuals, then they can raise an informal concern via an email to the GASi office at office@groupanalyticsociety.co.uk or formally through our complaints procedure (Please see Complaints Policy on GASi website). If a possible/alleged breach of this code is identified whether or not it is as a result of a complaint, it will be investigated in accordance with the complaints procedure and, If proven, the full range of sanctions set out in the complaints procedure will be available in response to the breach.

This Code of Behaviour Policy will be reviewed by the GASi Management Committee on an annual basis.

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