

ZERO TOLERANCE

CODE OF CONDUCT FOR MEMBERS & DIRECTORS

In an effort to provide a safe and healthy environment for directors, staff and members, Biripi Aboriginal Corporation Medical Centre (**Biripi ACMC**) reminds members and directors to refrain from unacceptable behaviours that are disruptive or pose a threat to the rights or safety of other patients and staff.

Workplace violence and aggression is a WH&S hazard. Biripi ACMC has a Zero tolerance of aggression and violence in the workplace. The effective prevention and management of aggression and violence in the workplace is a responsibility of Biripi ACMC.

Under the *Work Health and Safety Act 2011* (NSW), we must provide a safe and healthy work environment for all workers including board members, members and employees.

Clause 3.4 of the Biripi Consolidated Rule Book also notes that members (including Board members) must:

- Treat other members with courtesy and respect:
- Comply with any code of conduct adopted by the corporation; and
- Not behave in a way that significantly interferes with the operation of the corporation or of corporation meetings.

The following behaviours are prohibited and may result in a member or director being banned from ALL Biripi ACMC meetings and services:

- Inappropriate, intimidating and offensive behaviour in person or through written, verbal or electronic communication, including but not limited to the following: profanity, harassment, offensive or intimidating statements or gestures and/or threats of violence.
- A breach of privacy by divulging information which is private and confidential.
- Racial or cultural slurs or other derogatory remarks associated with race, language, gender, disability or sexual orientation.
- Making threats or other intimidating or offensive behaviours such as speaking in a raised voice.
- Any behaviour that causes a person to believe they are in danger of being physically attacked, whether an actual or implied threat to safety, health or wellbeing.
- Physical assault or inflicting bodily harm, verbal, physical or psychological abuse.
- Physical attack, such as pushing, shoving, tripping, grabbing, hitting, pinching, scratching, kicking, biting, spitting or any other type of direct physical contact.
- Aggravated assault, such as attacking with a weapon (knives, guns, clubs) or any other type of weapon.
- Sexual harassment, inappropriate sexual remarks to any other person present and/or sexual assault.
- Requests that would constitute illegal or unethical behaviour on the part of Biripi ACMC.
- Intentionally damaging equipment or property.

As a Member or Director of Biripi ACMC you must abide by the rules within the code of conduct that the corporation adopts, and that any breach of the Code of Conduct will result in a Member or Director having their membership cancelled and a ban from accessing any of Biripi ACMC services”