



# PERMACULTURE TOOWOOMBA INC.

EMPOWERING RESILIENCE

## CODE OF CONDUCT

The Code of Conduct applies to all financial members ('members') of Permaculture Toowoomba Inc. while undertaking any role or activity related to Permaculture Toowoomba Inc.

**Purpose** The Code of Conduct contains standards of behaviour expected at Permaculture Toowoomba Inc. It is a central guide and reference to support day-to-day decision making and reflects the purpose, mission and values of Permaculture Toowoomba Inc.

**Our Principles** The Code of Conduct is based on the following fundamental ethical principles:

### 1. Respect for the Law

Permaculture Toowoomba Inc. members, in common with all citizens, are under the jurisdiction of the laws of the State and the Commonwealth and are obliged to observe such laws.

### 2. Respect for all Persons

Permaculture Toowoomba Inc. recognises that its primary responsibility is to financial members however, Permaculture Toowoomba Inc. commits to treat all members of the community equitably, with dignity and respect. This involves, but is not limited to, the following:

- Tolerance of the views held by others which are different from your own;
- Courtesy and responsiveness in dealing with others;
- Fairness in supervising and dealing with other members;
- Making decisions that are procedurally fair to all people according to the principles of natural justice;
- Not discriminating on grounds such as gender, sexual orientation, race, ability, cultural background, religious status, marital status, age or political conviction;
- An awareness and respect for cultural difference;
- Allowing for alternative points of view to be expressed;

- Not engaging in behaviour that might reasonably be perceived as harassment, bullying or intimidation; and
- Not engaging in conduct likely to bring discredit upon Permaculture Toowoomba Inc.

### **3. Integrity**

Permaculture Toowoomba Inc. members should carry out their duties in the best interests of Permaculture Toowoomba Inc. and avoid conflicts between their private interests and their member responsibilities with respect to:

- Personal relationships;
- Financial relationships;
- Receipt of gifts;
- Outside work;
- Use of confidential information obtained in the course of Permaculture Toowoomba Inc. duties; and
- External activities and public comment.

### **4. Diligence**

Permaculture Toowoomba Inc. members should carry out their duties in a professional and conscientious manner. This involves:

- Always acting honestly, in good faith, and in the best interest of Permaculture Toowoomba Inc.;
- Carrying out official decisions and policies faithfully and impartially;
- Seeking to attain the highest possible standards of performance;
- Exercising care for others in member activities; and
- Management Committee members have an obligation to be independent in judgement and action and to take all reasonable steps to be satisfied as to the soundness of all decisions taken by the Management Committee.

### **5. Conflict of Interest**

Permaculture Toowoomba Inc. members must declare interests which conflict, either perceived or actual, with Permaculture Toowoomba Inc. duties and activities. Members must not allow personal interests, or the interests of any associated person, to conflict with the interests of Permaculture Toowoomba Inc.

A conflict of interest may include, but is not limited to, an expressed personal value or belief, professional ethics, personal or professional relationships, financial or proprietary interests.

## 6. Confidentiality

Permaculture Toowoomba Inc. acknowledges that confidential information received in the course of the exercise of official duties remains the property of Permaculture Toowoomba Inc.

In addition, it is improper to disclose confidential information, or allow it to be disclosed, unless that disclosure has been authorised by the Management Committee of Permaculture Toowoomba Inc. or the person from whom the information is provided or is required by law.

Documents and information of Permaculture Toowoomba Inc. should be placed in secure locations where possible and sensitive information should not be distributed without the President's consent.

### **Grievances, Complaints and Procedures**

Breaches of this Code of Conduct or other policies of Permaculture Toowoomba Inc. will be addressed by way of the Grievance Policy.

Permaculture Toowoomba Inc. members should familiarise themselves with this Code of Conduct and endeavour to ensure that its principles are observed at all times.