



## Member's code of conduct

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Signatures	
Chairperson: 	Date: 31/10/2023
Chief Executive Officer: 	Date: 31/10/2023

### 1. Purpose

This policy sets out the principles and processes of a code of conduct for the general membership of the Dambimangari Aboriginal Corporation.

### 2. Principles

Membership of the Dambimangari Aboriginal Corporation is only available to Worrorra (Dambimangari) people who are at least 18 years of age.

People seeking membership must apply in writing and the corporation's board of directors decide whether membership should be granted or not.

Once accepted as a member, a person is required to follow the corporation's rules.

Members that are elected as directors of the corporation are expected to comply with the director's code of conduct.

This policy covers all other members.

The corporation's Rule Book states that a member must treat other members with respect and that if a member misbehaves the corporation may seek cancellation of membership by special resolution at a general meeting. This policy expands on those requirements.

### 3. Processes

The corporation exists to support and assist its members by providing social, economic and capacity building programs. The corporation operates in the best interests of all its members and treats all members equally.

The corporation expects its members to respect the work of the board of directors who are their elected representatives and the corporation employees who carry out their duties under the guidance and direction of the board.

The corporation has developed a suite of policies that will ensure it carries out its responsibilities to its members effectively. There are policies that explain how membership works, what to do if a member has a complaint or grievance and how to access the support of the corporation and access its facilities and resources.

The policies provide a way for members to communicate directly with the corporation on any issue without the need for poor conduct, inappropriate or aggressive behaviour or language. By using the corporation's policies there will always be a calm and sensible way to deal with an issue or solve a problem.

This policy provides a simple code of conduct that members should apply when dealing with the corporation. Members should:

- (a) Not use language or behaviour that offends, harasses or discriminates.
- (b) Not abuse, intimidate or physically assault the corporation's directors, employees or other members.
- (c) Not attempt to influence other members to take actions or make decisions that are detrimental to the corporation's operations or reputation.
- (d) Not deface or damage the corporation's buildings, vehicles, property or equipment.
- (e) Only smoke in designated areas when attending the corporation's offices and workplaces.
- (f) Accept the views and positions of other members in relation to corporation business and should not speak badly about the directors or other members who hold different views.
- (g) Not post comments on private social media that denigrates or offends the corporation's members, directors or employees or puts at risk the corporation's operations or damages the corporation's reputation.
- (h) Accept that inappropriate conduct or misbehaviour that could damage the operations or reputation of the corporation may result in a range of consequences that may include bans on attending the corporation's offices, restrictions on access to the corporation's services and programs, suspension of membership or in severe cases seeking approval from the members to cancel membership.

In addition to the general requirements for acceptable member behaviour as specified above, members should also understand that the corporation applies a zero tolerance approach to drug and alcohol issues.

Members must not attend any of the corporation's offices or workplaces when under the influence of drugs or alcohol.

When participating in activities or events organised by the corporation on Dambimangari country, or when representing the corporation in any capacity in any location, members must not transport, share or consume alcohol or prohibited drugs.

Members should understand that there will be consequences for breaches of this policy.