

ALP NATIONAL CODE OF CONDUCT

FEBRUARY 2021



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1. PRINCIPLES

- 1.1. The Australian Labor Party (ALP) is committed to providing a safe, inclusive and respectful environment in all Party forums for members, employees and volunteers.
- 1.2. The ALP is the party of equality. All people are entitled to respect, equality, dignity and the opportunity to participate in society free of harassment and receive the protection of the law regardless of their origins, perceived race, religion, sexual orientation, gender identity, disability, age or ethnicity. These same principles apply to all those participating in the democratic processes of the Party.
- 1.3. We strive to create a strong and positive workplace culture, and commit ourselves to the creation of policies, training and complaint handling procedures that will effectively protect complainants when allegations of misconduct are made.

2. PURPOSE AND SCOPE

- 2.1. The Code of Conduct sets out the ALP's expectations for all people involved with the Party.
- 2.2. Labor in particular expects its elected leadership to model the standards of behaviour set out in this Code, and to work toward broader cultural change in the party
- 2.3. It applies in workplaces, after hours work, campaign events, social functions convened by the ALP, election campaigns, and meetings and conferences which ALP members, staff and other individuals covered by the code attend as a result of party-related duties or involvement. This application is at a national level.
- 2.4. It applies to Party members, elected ALP parliamentary representatives, officials (paid and unpaid) staff, contractors, volunteers and to any person who attends an ALP gathering or event.
- 2.5. The ALP has the responsibility to inform all members and volunteers about what is expected of them and to ensure that all people are treated fairly and with respect. Accordingly, the ALP will promote this Code and associated policies.
- 2.6. The ALP recognises that safe and respectful working environments are improved through understanding and adhering to the Code of Conduct by all parties.
- 2.7. The Code of Conduct is to be read alongside its associated policies:
 - 2.7.1. the ALP National Policy on Sexual Harassment Prevention and Response;

2.7.2. the ALP National Policy on Workplace Harassment and Bullying Prevention and Response; and

2.7.3. the ALP National Complaints Handling Policy.

3. PROCEDURE FOR COMPLAINTS

3.1. The ALP takes seriously allegations about any potential misconduct under this Code and associated policies. When dealing with allegations, the ALP will have regard to procedural fairness, undertake a prompt and transparent process and maintain confidentiality.

3.2. Pathways to make, handle and resolve complaints, either formally or informally, are outlined in the ALP's National Complaints Handling Policy.

3.3. The ALP reserves the right to develop complaints handling policies for individual workplaces or gatherings where appropriate which are consistent with the principles outlined in the Code and policies.

4. STANDARDS OF CONDUCT

4.1. The ALP expects all persons covered by this Code to abide by the following standards and principles:

4.1.1.1. Every person should be treated with dignity, fairness and respect.

4.1.1.2. People should be able to participate in activities of the ALP free from fear of bullying, discrimination and harassment.

4.1.1.3. Bullying, harassment (including sexual harassment), victimisation and/or discrimination of any type is not tolerated, and such behaviour is prohibited.

4.1.1.4. All laws and workplace policies must be complied with and activities which may harm the reputation of the ALP should be avoided.

4.1.1.5. Unlawful or anti-social behaviour including abuse of legal or illegal drugs should not be engaged in.

4.1.1.6. Actions should not be affected by personal interests, benefits and relationships and conflicts of interest should be disclosed as appropriate.

5. INTERACTION WITH STATE AND TERRITORY BRANCHES

5.1. The ALP recognises that State and Territory Branches may have their own codes of conduct, and that particular workplaces, including parliamentary workplaces, are governed by specific codes of conduct, legal and WHS requirements and disciplinary procedures. This Code is to be read consistent with those legal requirements, codes and disciplinary processes.

5.2. Where there is a conflict or perceived conflict between the Code and associated policies and those rules, policies, laws and processes and processes of a state or territory jurisdiction, the latter prevails, until otherwise determined by the National Executive.

- 5.3. State and Territory Branches are encouraged to undertake an audit of their relevant policies and procedures in order to harmonise them with the principles adopted in the National Code of Conduct and associated policies.

6. MISCONDUCT

- 6.1. Misconduct can range in severity and includes situations where someone (this list is not exhaustive):
- 6.1.1. Is negligent or careless or fails in the duty of competence in the performance of duties.
 - 6.1.2. Is abusive or uses obscene or threatening language to another person.
 - 6.1.3. Fails to abide by internal ALP policies for member conduct.
 - 6.1.4. Sexually harasses another person or causes sexual harm.
 - 6.1.5. Behaves in a disruptive manner.
 - 6.1.6. Commits an act or omission which is likely to bring the ALP into disrepute.
 - 6.1.7. Is physically or verbally violent against any person.
 - 6.1.8. Behaves in a manner that constitutes discrimination or harassment towards a group of persons on the basis of race, ethnicity, gender, gender identity, sexuality, age or disability.
 - 6.1.9. Attends an ALP gathering or event or when purporting to conduct business on behalf of the ALP or representing the ALP is under the influence of drugs or alcohol which prevents the proper and/or safe performance of duties.
 - 6.1.10. Falsifies documents.
 - 6.1.11. Has unauthorised possession or misuses the property of the ALP.
 - 6.1.12. Deliberately fails to declare to the ALP a conflict of interest which may affect their performance or judgment as an office holder.
 - 6.1.13. Behaves in a manner which brings the ALP into disrepute.
 - 6.1.14. Misuses confidential information.
 - 6.1.15. Blatantly disregards health and safety policies and procedures.

7. SEXUAL HARASSMENT

- 7.1. The ALP believes in an organisation, and a community, that is safe for everyone; and that it is imperative to take positive action to prevent sexual harassment. Labor recognises that sexual harassment is a form of gendered violence.
- 7.2. Sexual harassment is unwanted, unwelcome conduct of a sexual nature in circumstances where it is reasonable to anticipate the recipient will feel offended, humiliated or intimidated. It is irrelevant whether the person

committing the acts intends to sexually harass the recipient. Sexual harassment is not interaction, flirtation or friendship which is mutual or consensual.

- 7.3. The ALP recognises sexual harassment can constitute serious misconduct. Further details are outlined in the *ALP National Policy on Sexual Harassment Prevention and Response*.

8. BULLYING AND HARASSMENT

- 8.1. The ALP takes a strong stance against bullying and harassment of any person by any individual covered by this Code.
- 8.2. The ALP recognises that bullying and harassment can constitute serious misconduct. Further details are outlined in the *ALP National Policy for Bullying and Harassment Prevention and Response*.