

## *Statement of Member Conduct*

This *Statement of Member Conduct* (hereinafter referred to as the “Conduct Statement”) sets out the behaviour expected of all members and officeholders of the Australian Association of Social Workers (“AASW”). It does not apply to employees of the Association, whose conduct is governed by the AASW *Employee Code of Conduct*. To the extent that an individual is an employee and a Member, then the *Employee Code of Conduct* will apply for conduct relating to their employment with AASW.

The purpose of this Conduct Statement is to promote professional and courteous conduct within the AASW, safeguard all AASW members and officeholders from disrespectful behaviour and establish an internal process whereby the AASW can manage complaints made about the interactions of members and officeholders.

AASW is the professional representative body of social workers in Australia. It is a Company limited by member guarantees and subject to the requirements of the *Corporations Act 2001* (Cth).

1. All members and officeholders of the AASW are entitled to be treated fairly and with respect, and to feel safe in any AASW environment. Bullying or harassment in any form is strictly prohibited.
2. All members of the AASW must at all times:
  - (a) conduct themselves in a manner that upholds the integrity and good reputation of the AASW;
  - (b) treat other AASW members and officeholders in a professional and courteous manner;
  - (c) treat AASW employees in a professional and courteous manner;
  - (d) ensure all communications are respectful and non-discriminatory; and
  - (e) comply with all applicable laws, regulations and AASW governing documents, including this Conduct Statement.
3. When appointed or elected, officeholders of the AASW must at all times:
  - (a) understand the fiduciary and legal responsibilities that are binding on officeholders of the AASW;
  - (b) act in the best interests of the AASW, in good faith, and in an unbiased manner;
  - (c) immediately disclose any potential, perceived or actual conflicts of interest to the AASW Board;
  - (d) conduct themselves in a manner that upholds the integrity and good reputation of the AASW;
  - (e) treat other AASW members and officeholders in a professional and courteous manner; and
  - (f) comply with all applicable laws, regulations and AASW governing documents, including this Conduct Statement.
4. Behaviour by any AASW member or officeholder that is contrary to the principles set out in this Conduct Statement, would disrupt or interfere with the operation or business of the AASW, or otherwise bring the AASW into disrepute in any way, is a breach of this Conduct Statement.
5. Any member or officeholder who observes or experiences behaviour of the kind set out in paragraph 4 may report it to Chief Executive Officer, to be dealt with as appropriate. Misuse of this reporting process in any way is a breach of this Conduct Statement.
6. The CEO may investigate any behaviour that is reasonably suspected to be a breach of this Conduct Statement, including but not limited to, behaviour of the kind set out in paragraph 4. To the extent that the CEO finds that a Member has breached this Conduct Statement, the CEO may implement a range of sanctions against the Member.

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