



Richmond  
**Landcare**  
Inc.

# Code of Conduct

The Code of Conduct applies to all financial members, volunteers, employees and contractors of Richmond Landcare while undertaking any role or activity related to Richmond Landcare.

## PURPOSE

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

## OUR PRINCIPLES

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

### I. RESPECT FOR THE LAW

Richmond Landcare 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.

### II. RESPECT FOR ALL PERSONS

Richmond Landcare recognises that its primary responsibility is to Landcare members however, Richmond Landcare 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 Richmond Landcare.

### III. **INTEGRITY**

Richmond Landcare members should carry out their duties in the best interests of Richmond Landcare and avoid conflicts between their private interests and their Landcare responsibilities with respect to:

- Personal relationships;
- Financial relationships;
- Receipt of gifts;
- Outside work;
- Use of confidential information obtained in the course of Landcare duties; and
- External activities and public comment, including in social or other media.

### IV. **DILIGENCE**

Richmond Landcare 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 Richmond Landcare;
- Carrying out official decisions and policies faithfully and impartially;
- Seeking to attain the highest possible standards of performance;
- Exercising care for others in Landcare-related activities; and
- 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 Committee.

### V. **CONFLICT OF INTEREST**

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

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.

## VI. CONFIDENTIALITY

Richmond Landcare acknowledges that confidential information received in the course of the exercise of official duties remains the property of Richmond Landcare.

In addition, it is improper to disclose confidential information, or allow it to be disclosed, unless that disclosure has been authorised by Richmond Landcare or the person from whom the information is provided, or is required by law.

Documents and information of Richmond Landcare should be placed in secure locations where possible and sensitive information should not be distributed without the Chairperson's consent.

## GRIEVANCES, COMPLAINTS AND PROCEDURES

Breaches of this Code of Conduct or other policies of Richmond Landcare will be addressed by way of the Grievance Policy.

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

### AUTHORISATION:

This version was re-endorsed on: 20/01/2021

This version takes effect on: 20/01/2021

Authorised by:

Chairperson: S. Eastment

Chairperson signature:

