

# Victorian Labor - Code of Conduct

*Endorsed as the new Rule 5.16 at the Victorian Labor State Conference on 27 May 2018 and to be published within the Party's Rules once updated and endorsed by the Administrative Committee*

The logo for Victorian Labor, featuring the words "Victorian" and "Labor" in white text on a red rectangular background.

## 1. Purpose, Guiding Principles and Enforcement

- The Party believes that the safety and wellbeing of members, staff and volunteers comes first. This is consistent with our objective to achieve equality, democracy, liberty and social co-operation.
- As a Party committed to equality, we aim to ensure that everyone has an equal opportunity to advance and to fully participate in our forums, whether as members, staff or volunteers. A key foundation for this involves the creation of safe and inclusive environments for everyone at all levels and forums of the Party.
- Bullying, harassment, intimidation and discrimination in all forms are contrary to our social justice objective. The Party will take a zero-tolerance approach to members, staff and volunteers failing to actively comply with this Code.
- This *Code of Conduct* sets out standards of behaviour within the Party. It will be enforced in accordance with the *Sexual Harassment, Bullying, Discrimination and Misconduct Complaints Handling Policy and Procedure\**, Victorian Branch Workplace Policy and the *Victorian Branch Rules*, including Membership Recruitment and Democratic Participation (Rule 5.17) and Code for Party Officials (Rule 5.18).

## 2. Bullying, Harassment, Intimidation and Discrimination

- Party members, staff and volunteers must not bully, harass, intimidate or discriminate against any other person (including in person, in writing or online).

For the purposes of Rule 5.16.2.1:

- Bullying is defined as repeated, unreasonable behaviour directed toward a person that creates a risk to their health and safety. An intention to bully is not required.
- Harassment is defined as any unwanted action, and sexual harassment any unwanted sexual action, that offends, humiliates or intimidates another person
- Intimidation is defined as coercive behaviour including acts or threats of violence and conduct reasonably likely to endanger the physical or mental health of a person.
- Discrimination is defined as treating a person less favourably on the basis of sex, sexual orientation, gender identity or expression, ethnicity, racial or national origin, religious or spiritual belief or non-belief, class or social status, pregnancy, birth or other status, disability, or age.
- Members, staff and volunteers must treat others with dignity and respect. They must not:
  - Engage in behaviour to shame, humiliate, exclude, belittle or degrade others, or otherwise emotionally abuse others; or
  - Use language or engage in behaviour that is abusive, demeaning, or culturally inappropriate.

## 3. General Conduct

- Members, staff and volunteers will:
  - Cooperate with other Party members, staff and volunteers; and
  - Seek to advance the interests of the Party.
- Members, staff and volunteers must comply with all relevant laws and all Party Rules and policies.
- Accordingly, members, staff and volunteers must promptly advise the State Secretary ([state.secretary@vic.alp.org.au](mailto:state.secretary@vic.alp.org.au)), the President, the Senior Vice President or the Junior Vice President\*\* about any matter that may bring the Party into disrepute.

\* Available to members via [info@vic.alp.org.au](mailto:info@vic.alp.org.au) or calling the office on (03) 9933 8500

\*\* Contact names and details for these rotating roles at <https://www.viclabor.com.au/about/state-party/>