



Code of Conduct for PNH

Document Control

Version Number:	V1
Date Adopted:	July 2022
Review Date:	Annually in April

This policy supersedes any prior policy on this subject matter.

Purpose & Scope

The PNH Code of Conduct describes the PNH desired behaviours, and what are designated as unacceptable behaviours, for members and staff. These desired behaviours support PNH Vision, Values and the strategic direction as set out in the PNH Strategic Plan.

Policy

PNH members and staff will support the desired Values and Behaviours as described in the following table headed, 'PNH Values & Code of Conduct'.

Non-compliance

Members may report alleged breaches of unacceptable behaviours via the complaints procedure, or in writing to the Program Manager, or Committee of Management.

Members exhibiting unacceptable behaviours may be subjected to the Discipline procedures as outlined in the PNH Constitution. Staff exhibiting unacceptable behaviours will be subjected to disciplinary procedures as per the award.

Depending on the nature of the alleged behavioural offence, the following actions may be taken:

- No action
- Warning
- Disciplinary action that may lead to suspension of membership or expulsion from the Association (as per the PNH Constitution for Members), or to termination for PNH employees
- Reporting to Police of any perceived criminal behaviours, or to meet any legal reporting requirements

Relevant documents

- OH&S Framework including Child Safe policy and procedures
- Discrimination legislation
- PNH Constitution
- Employee Award
- Strategic Plan 2022-26

PNH VALUES & CODE of CONDUCT

These desired behaviours support our Values, Vision and Goals

PNH Values		PNH Goals	Desired Behaviours for Members & Staff	Unacceptable Behaviours for Members & Staff
SENSE OF COMMUNITY	MEMBERSHIP	Our membership is growing to better reflect community demographics	1. Be safety aware	<ol style="list-style-type: none"> 1. Discrimination, racism, bullying, harassment or other violations of law 2. Attending PNH under influence of alcohol or illegal drugs 3. Exploiting members unethically 4. Unauthorised media engagement re PNH 5. Making other members or visitors feel uncomfortable – negative and mischievous behaviours that impact on well-being of others 6. Refusing to support the PNH Vision, Mission or Values 7. Malicious conduct prejudicial to PNH
		Our program is growing to meet the diverse needs of our members and the community	2. Support the PNH Vision, Values & Change Goals	
RESPECT	PROGRAM	Our members are supporting and engaging new ideas through friendships and connections	3. Be engaged – help create a <i>sense of community</i>	
		Our community is growing in awareness and engagement with PNH	4. Be friendly, & supportive to members, visitors and staff	
INTEGRITY	CULTURE	Our governance and administration practices are grounded in accountability, transparency and achievement	5. Be inclusive but <i>respectful</i> of the privacy & individuality of others	
			6. Provide constructive feedback, contribute to ideas, decisions & solutions.	
	COMMUNITY CONNECTION		7. Report alleged breaches of unacceptable behaviours	
			8. Have pride in our PNH, its values, goals & achievements	
			PNH Vision Active and vibrant participation in the community	