

CODE OF CONDUCT FOR MEMBERS & DIRECTORS

Bourke Aboriginal Corporation Health Service (BACHS) provides a safe and healthy environment for directors, staff and members. Bourke Aboriginal BACHS reminds members and directors to refrain from unacceptable behaviours that are disruptive or pose a threat to the rights or safety of other patients and staff.

Workplace violence and aggression is a WH&S hazard. BACHS has a **Zero Tolerance** of aggression and violence in the workplace.

The effective prevention and management of aggression and violence in the workplace is a responsibility of BACHS. Under the Work Health and Safety Act 2011 (NSW), we must provide a safe and healthy work environment for all workers including board members, members and employees.

Clause 3.4 of the BACHS Consolidated Rule Book also notes that members must: • treat other members with respect

The following behaviours are prohibited and may result in a Member or director being banned from BACHS meetings and/or service/s:

- Inappropriate, intimidating and offensive behaviour in person or through written, verbal or electronic/social communication
- A breach of privacy by divulging information which is private and confidential.
- Racial or cultural slurs or other derogatory remarks associated with race, language, gender, disability or sexual orientation.
- Making threats or other intimidating or offensive behaviours such as speaking in a raised voice.
- Any behaviour that causes a person to believe they are in danger of being physically attacked, whether an actual or implied
- Physical assault or inflicting bodily harm, verbal, physical or psychological abuse.
- Physical attack
- Sexual harassment, inappropriate sexual remarks to any other person present and/or sexual assault.
- Requests that would constitute illegal or unethical behaviour on the part of BACHS.
- Intentionally damaging equipment or property.

As a Member or Director of BACHS you must abide by this rule and any other rules or policies that the corporation adopts.

Any breach could result in a Member or Director having their membership cancelled or a ban from accessing any of BACHS services