



CODE OF CONDUCT

The following behaviours are expected of all NENA members with respect to their involvement with and representation of the Network:

- A commitment to principles, purpose and mission of the Network.
- Loyalty to the Network, its community, and all other stakeholders.
- Treat other members of NENA and the public, with courtesy, respect, kindness and compassion at all times.
- Honesty, patience and trustworthiness.
- Positive, assertive, open, careful and respectful communication.
- Where possible, providing positive comments before any negative ones.
- Listening thoughtfully to feedback including when it is negative.
- Only engaging in humour that is acceptable to all present.
- Offering an immediate and sincere apology for any offence and giving an undertaking not to repeat the behaviour.
- Respect for, and attention to, the safety and wellbeing of other NENA members, and members of the public with whom they come in contact through their endeavours.
- Maintaining high quality professional inter-personal relationships and appropriate relationship boundaries with all Network stakeholders, community members, colleagues and co-creators.
- Compliance with the NENA Constitution; any operational policies and procedures of the Network, and any legislation or regulatory framework relevant to their involvement in the organisation.
- A positive pro-active attitude to their contribution to the mission of NENA and the working relationships involved.
- Willingness to learn, share, collaborate and to do so with respect and compassion for others.
- Lawful behaviour at all times whilst involved with and representing NENA.

BEHAVIOURS THAT ARE UNACCEPTABLE

The following behaviours are unacceptable and go against the respectful, sharing and compassionate ethos NENA stands for. Therefore, the enacting of any of the below will result in the expulsion of a member from the Network.

- Any action or communication as a member, contrary to the stated mission, principles and policies of NENA.
- Serious or repeated failure to discharge their obligations to the co-operative under these rules, the NENA Code of Conduct or any contract or memorandum of understanding entered into by the member with the co-operative;
- Acting in a way that has:
 - prevented or hindered the co-operative in carrying out one or more of its primary activities, or
 - brought the co-operative into disrepute, or
 - been contrary to one or more of the co-operative principles and has caused the co-operative harm either by omission or commission.
- Any behaviour which could constitute:
 - Sexual harassment.
 - Bullying, including emotional or physical abuse, whether by commission or omission of an action or communication.
 - Negative discrimination (including communications or actions, or failure to include a person in activities or communication) on the basis of gender, age, sexuality, race, culture, religious or political beliefs, physical disability, or HIV status.
- Any intentional misuse or misappropriation of, the funds, equipment or technology of NENA.

If you have any questions about the NENA Code of Conduct, or would like to express concern about an apparent breach of the Code of Conduct, please email NENA at:

nenanew@neweconomy.org.au

Document updated 10 August 2018

NENA Steering Group