



Code of Ethics and Required Conduct

This Code is applicable to all members of The Canberra Progressives (*the Party*) who accept an official position, role within the Party, or are an 'active' or 'activated' member (definitions of all terms are contained in Appendix i).

The Code may be amended only with the agreement of two-thirds of the Steering Committee/Executive and amendments must strengthen rather than weaken the code.

1. HONESTY, INTEGRITY AND ACCOUNTABILITY

1.1. WE WILL:

- 1.1.1. Tell the truth to each other, to the public and to ourselves - even when uncomfortable.
- 1.1.2. Be willing to swim against the tide to voice new or unpopular ideas to our peers and to the community.
- 1.1.3. Remember at all times that our personal behaviour reflects on the Party.
- 1.1.4. Strive to the best of our ability to live by highly equitable and ethical moral principles.
- 1.1.5. Speak up when we observe a lack of integrity in others.
- 1.1.6. Take responsibility for our choices.
- 1.1.7. Admit our mistakes.
- 1.1.8. Attempt to heal rifts with peers and request assistance if necessary.

1.2 WE WILL NOT:

- 1.2.1. Conceal motives.
- 1.2.2. Twist or omit facts for personal, Party or factional gain.
- 1.2.3. Exploit others' honesty for personal, Party or factional gain.
- 1.2.4. Sway our opinion to agree with the most powerful people in the room.
- 1.2.5. Allow ill-will to fester.
- 1.2.6. Use parliamentary privilege as an excuse for behaving without moral integrity.
- 1.2.7. Flout minimum expectations of what constitutes 'reasonable behaviour' through making poor personal choices which bring the Party or Australia into disrepute. Examples might include drink driving, bribery or other corruption, criminal violence, intentional tax evasion, bullying, harassment or other harmful actions.
- 1.2.8. Expect special treatment because of our position beyond what is practical, fair and necessary.

2. LOYALTY

2.1. WE WILL:

- 2.1.1. Be loyal to each other and to the Party, but not at the expense of honesty.
- 2.1.2. When required to speak about a Party position with which we disagree, state our support for the Party position followed by our personal position if necessary.

2.2. WE WILL NOT:

- 2.2.1. Rationalise corrupt or questionable behaviour by citing loyalty to our friends, to a faction or to the Party.
- 2.2.2. Undermine the Party or other Party members for personal gain or due to personal resentments.

3. RESPECT

3.1. WE WILL:

- 3.1.1. Behave with respect for others' rights and dignity at every level of the Party's operation, regardless of that person's political affiliations, position in the hierarchy or personal characteristics (appearance, race, gender, sexual orientation, age, religion, nationality, socio-economic circumstances, ability etc).
- 3.1.2. Attack ideas when necessary, but not the people who present them.
- 3.1.3. Calmly give constructive criticism when necessary alongside suggested solutions.
- 3.1.4. Remember our promise to adhere to this Code each time we speak or write.
- 3.1.5. When in a state of heightened emotion, choose our language and tone of voice carefully or choose to remain silent until we feel in control.
- 3.1.6. Behave in a way that is worthy of others' trust and respect.
- 3.1.7. Apologise if we fail in the above and offend or distress others.
- 3.1.8. Respect and protect the intellectual property of the Party and those who work within it.

3.2. WE WILL NOT:

- 3.2.1. Shout, bully or insult others in the heat of the moment.
- 3.2.2. Respond emotionally to constructive criticism.
- 3.2.3. Provide non-constructive criticism.

4. EMPATHY

4.1. WE WILL:

- 4.1.1. Aim to do the greatest good for, and the least harm to, others.
- 4.1.2. Show compassion for others' difficulties and strive to understand them.
- 4.1.3. Always consider others' points of view and try to place ourselves in their shoes before making decisions that affect them.
- 4.1.4. Respond with compassion to people in need on both an international and a domestic level.
- 4.1.5. Strive to understand, empathise with and tolerate diversity even when it challenges our personal values.

4.2. WE WILL NOT:

- 4.2.1. Patronise the Australian public or our peers.
- 4.2.2. Expect others to accept conditions and limitations we would not accept ourselves.
- 4.2.3. Impose narrow personal or group values on others.

5. REASONABLE BEHAVIOUR

5.1. WE WILL:

- 5.1.1. Be reliable and do what we have agreed to do, to the best of our ability and preferably on time.
- 5.1.2. Explain honestly the reasons for not meeting any public or Party commitment.
- 5.1.3. Be flexible and adapt to changing circumstances.
- 5.1.4. Understand that we all have additional burdens and responsibilities outside public life.
- 5.1.5. Be reasonable in our expectations of others and negotiate realistic deadlines which give them adequate time to do work or respond to requests.
- 5.1.6. Be open to listening to new ideas beyond our own personal beliefs and entrenched opinions.
- 5.1.7. Be prepared to be wrong; be willing to change our minds and to accept new perspectives in the face of sufficient evidence.
- 5.1.8. Show humility.
- 5.1.9. Accept good advice given in good faith.
- 5.1.10. Be generous in giving second chances, recognising that none of us is perfect.
- 5.1.11. Delegate responsibility when necessary to ensure our Party responsibilities are fulfilled.

5.2. WE WILL NOT:

- 5.2.1. Make promises which we may not be able to keep or have no intention of keeping.
- 5.2.2. Believe we know everything about any subject.
- 5.2.3. Stand in the way of others' efforts to achieve better outcomes for the Party, the people and the planet.

6. FAIRNESS

6.1. WE WILL:

- 6.1.1. Give equal opportunities to others regardless of appearance, race, gender, ability/disability, marital status, age, sexual orientation, religion, family connections, nationality, socio-economic demographic or any factor other than the person's qualifications, experience and ability to complete the requirements of the task.
- 6.1.2. Respond to and recognise diversity of circumstances and needs.
- 6.1.3. Be aware of our own biases and strive to overcome them.

6.2. WE WILL NOT:

- 6.2.1. Openly or covertly discriminate against others on any of the above grounds.
- 6.2.2. Remain silent in the face of any other person's intolerance or discrimination towards ourselves or others.

7. PERSONAL EXCELLENCE

7.1. WE WILL:

- 7.1.1. Strive to excel in all tasks.
- 7.1.2. Strive to be the best person we can in all aspects of our lives.
- 7.1.3. Listen to constructive personal criticism and consider it fairly rather than responding emotionally.
- 7.1.4. Lead by example, particularly in ethical matters.
- 7.1.5. Recognise that within our roles in the Party, we are responsible first and foremost for the needs and welfare of Australia and Australians.
- 7.1.6. Generously recognise our peers' and opponents' personal and Party achievements.
- 7.1.7. Generously recognise good intent even when the result is less than excellent.

7.2 WE WILL NOT:

- 7.2.1 Within our roles in the Party, prioritise our own preferences and opinions above those which benefit Australia and Australians.

Appendix i: Glossary

Active Member: someone who is currently working on a project being tracked by the Steering Committee/Executive.

Activated Member: someone who is committed to becoming Active, in line with their abilities, interests, qualifications and experience.

Reasonable: behaving in a fair and sensible way.

Reasonable behaviour: Behaviour that is consistent with being fair and sensible and being able to be reasonably explained rationally. Reasonable evidence is defined at a higher standard than criminal liability for Canberra Progressives representatives. Where reasonable evidence is required to be demonstrated, the onus of responsibility is on the accused to demonstrate to the satisfaction of the Steering Committee/Executive of the Canberra Progressives - or an external independent arbitrator - that their behaviour has a reasonable rationale that can be reasonably accepted as fair and sensible behaviour not motivated by self-interest.