
Labour Party Code of Conduct

1. Purpose

- 1.1 The Code of Conduct sets out the New Zealand Labour Party's expectations for all people involved with the New Zealand Labour Party. It applies to both Party members and to any person who attends a Labour Party gathering or event, including all volunteers.
- 1.2 Party members include all members of the New Zealand Labour Party, including New Zealand Council members and Members of Parliament.
- 1.3 The Labour Party has the responsibility to inform all members and volunteers about what is expected of them and to ensure that all people are treated fairly and with respect. Accordingly, the Party will promote this Code.
- 1.4 The Labour Party recognises that working relations are improved through understanding and adhering to the Code of Conduct by all parties.

2. Standards of Integrity and Conduct

- 2.1 Every member and volunteer when at a Labour Party gathering or event or when purporting to conduct business on behalf of the Labour Party or representing the Labour Party must comply with all standards, policies, rules and laws, including in particular:

2.2 Fairness

- 2.2.1 Treat everyone with fairness and respect and courtesy
- 2.2.2 Be professional and responsive
- 2.2.3 Work to make the Labour Party accessible and effective

2.3 Responsibility

- 2.3.1 Use our organisation's resources carefully and only for intended purposes
- 2.3.2 Treat information with care and use it only for proper purposes
- 2.3.3 Work to improve the effectiveness and efficiency of our organisation

2.4 Trustworthiness

- 2.4.1 Be honest
- 2.4.2 Ensure our actions are not affected by our personal interest and relationships
- 2.4.3 Never misuse our position for personal gain
- 2.4.4 Decline gifts or benefits that place us under any obligation or perceived influence
- 2.4.5 Avoid any activities which may harm the reputation of our organisation

3. Misconduct and Serious Misconduct

- 3.1 Misconduct includes situations where someone:
 - 3.1.1 Is negligent or careless or fails in the duty of competence in the performance of duties
 - 3.1.2 Is abusive or uses obscene or threatening language to another person
 - 3.1.3 Fails to abide by internal Labour Party policies for member conduct
 - 3.1.4 Sexually harasses another person or causes sexual harm (see the definitions in the Policy for Sexual Harm Prevention and Response)
 - 3.1.5 Behaves in a disruptive manner
 - 3.1.6 Commits an act or omission which is likely to bring the Labour Party into disrepute.
- This list is not exhaustive.*

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- 3.2 Serious misconduct includes situations where a person:
- 3.2.1 Is physically or verbally violent against any person
 - 3.2.2 Behaves in a manner that constitutes discrimination or harassment towards a group of persons on the basis of race, ethnicity, gender, gender identity, sexuality, age or disability
 - 3.2.3 Attends a Labour Party gathering or event or when purporting to conduct business on behalf of the Labour Party or representing the Labour Party is under the influence of drugs or alcohol and therefore prevents the proper and/or safe performance of duties
 - 3.2.4 Falsifies documents
 - 3.2.5 Has unauthorised possession of or misuses the property of the Labour Party
 - 3.2.6 Deliberately fails to declare to the Labour Party a conflict of interest which may affect their performance or judgement as an office holder
 - 3.2.7 Behaves in a manner which brings the Labour Party into disrepute
 - 3.2.8 Misuses confidential information
 - 3.2.9 Blatantly disregards health and safety policies and procedures
- This list is not exhaustive*

4. Bullying

- 4.1 The New Zealand Labour Party takes a strong stance against bullying of any person by New Zealand Council members, Members of Parliament, Party members, volunteers or staff.
- 4.2 Bullying can be misconduct or serious misconduct and includes, but is not restricted to:
- 4.2.1 threats, intimidation, stand-over tactics and coercion;
 - 4.2.2 verbally abusive or degrading language or gestures;
 - 4.2.3 shouting, yelling or screaming;
 - 4.2.4 constant humiliation, ridicule and belittling remarks; and
 - 4.2.5 unjustified threats of disciplinary procedures.
- This list is not exhaustive.*

5. Response

- 5.1 The Labour Party takes seriously allegations about any potential misconduct. Complaints and reports can be made in various forms including through an online form, in person, by phone or email.
- 5.2 Complaints or relevant information of potential misconduct are recorded so they can be followed up, support provided if necessary, and any appropriate action taken.
- 5.2.1 Complaints that allege a criminal offence should be reported to the Police or other agency with the consent of the complainant.
- 5.3 Information of potential misconduct should outline:
- 5.3.1 the identity of the person(s) alleged to have breached the Code of Conduct;
 - 5.3.2 what happened and relevant details including the time(s), date(s), place(s), what was said and done;
 - 5.3.3 how other persons responded and what impact the alleged behaviour had on them; and
 - 5.3.4 whether anyone else witnessed the alleged behaviour.
- 5.4 Alleged misconduct will be investigated by the Party and a fair process used to determine an outcome. This includes:
- 5.4.1 principles of natural justice;
 - 5.4.2 transparency and fairness of the procedure;
 - 5.4.3 taking a complaint seriously and acting on it quickly;
 - 5.4.4 maintaining confidentiality;

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- 5.4.5 informing the person alleged to have engaged in misconduct of the allegations against them (the “respondent”);
- 5.4.6 giving the respondent the opportunity to respond to the allegations;
- 5.4.7 keeping both parties informed about the progress of an investigation;
- 5.4.8 considering all the evidence carefully before deciding whether there is substance to the complaint;
- 5.4.9 providing both parties with a copy of the decision and the reasons for the decision; and
- 5.4.10 ensuring any disciplinary action is proportionate to the level of misconduct and in line with sanctions applied in previous cases.

Dates:

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Review: