



# Animal Justice Party Code of Conduct

## Purpose

This Code of Conduct is the heart and soul of the Animal Justice Party. It is the underlying belief system of the Party, defining the Party's values, principles and expected behaviour that the Party considers significant and fundamental to its success as a political party, and in achieving positive outcomes for animals.

The Code of Conduct serves as a framework for ethical decision making within the Party, and provides a tool that informs internal and external stakeholders about what is valued by the Animal Justice Party management, employees and volunteers.

All staff and volunteers, including National Committee Members, State Committee Members, Members of Parliament, Candidates, paid staff and volunteers are required to comply with the Animal Justice Party Code of Conduct.

The Code of Conduct is a benchmark against which both individual and organisational performance will be measured, and provides the basis for disciplinary action for those who fail to meet their obligations.

## Expectations of behaviour

The Animal Justice Party has four core values that underpin the character of the Party and guide all behaviour and decision making – *Kindness, Rationality, Non-violence, Equality*

### KINDNESS

Many animals show kindness and compassion to others, giving consideration to their welfare and acting with an understanding of their problems, even sometimes sacrificing their own interests for the greater good of others. Kindness is being able to see the world through another's eyes, having concern for their troubles and providing help, as you are able. It is fundamental to the bringing of justice to animals and people.

We maintain empathy for all beings that can experience the world and will work towards minimising the suffering and pain of all. We will fight for animals, and also for rescuers, carers and helpers, and the powerless in society.

### RATIONALITY

Some advanced and intelligent animals have developed the ability to reason through problems, and take the best course of action. More than any other animal species, we are particularly adept at using our brains to carefully weigh up evidence and logic.

As the best representatives of animals we can be, we will use our brains and our party processes to develop sustainable and evidence based policy, sensibly reforming society to make a better life for all.

## **NON-VIOLENCE**

The practice of being harmless to yourself and others under all conditions, springing from the belief that outcomes are possible without hurting people, animals or the environment. We will work towards improved wellbeing for all, while avoiding violence to any.

We recognise the need for defence, without the need for aggressive wars of intervention and control over resources.

## **EQUALITY**

Animals have vastly different abilities and are diverse in their forms. They all have interests and can live and work together in harmony. The question is not, "Can they reason?" nor, "Can they talk?" but rather, "Can they suffer?" In their suffering, many animals are our equals. The Animal Justice Party is the party of non-speciesism, giving all individuals their due consideration. Moreover, the feelings of all humans must be considered in decision-making, regardless of worldview, gender or sexual preference, economic view, occupation, location, age, wealth or abilities. The best society is the one that is designed to be fair to all.

We will work for equal consideration for all animals and people, with due regard to their respective interests and capabilities. We will fight for a society that celebrates and accepts diversity.

**Further to the four core values, all employees, volunteers and members should adhere to the following expectations of behaviour:**

### **Professionalism and Responsibility**

- A commitment to behave professionally and with compassion and respect at all times
- Acknowledgement and responsibility for behaving in accordance with this Code of Conduct and all other Animal Justice Party Policies and Guidelines
- Recognising that failure to adhere to this Code of Conduct may result in disciplinary action
- Acting in a way that enhances the reputation of the Party
- Participating in relevant training, information sessions and meetings
- Conducting oneself honestly and reliably, and being punctual
- Not misusing or manipulating their position for personal gain
- Dressing in an appropriate professional manner when undertaking Party activities
- Accepting direction and guidance and undertaking tasks in a timely manner, as requested by their manager, convenor, coordinator, State Committee Member or National Committee Member

### **Collaboration**

- Working together to achieve common goals in a harmonious work environment
- Working collaboratively with others to achieve the Party's objectives
- Actively supporting, encouraging and promoting diversity
- Proactively create a culture where there is genuine care for each individual's physical and emotional wellbeing
- Ensuring relationships between employees, volunteers and members maintain appropriate boundaries and avoid behaviours that will adversely affect individuals, the team and the work being undertaken

### **Respect**

- Respecting individual differences, diversity, privacy and personal space

- At all times refrain from all forms of disrespectful or unlawful behaviour including discrimination of any kind, harassment, bullying and victimisation
- Valuing and acknowledging the opinions and contributions of others

**Confidentiality**

- Protecting and respecting the privacy and confidentiality of the Party, its employees, volunteers, members, and supporting organisations
- Maintaining confidentiality after leaving the Party

**Adherence to the Code of Conduct**

State Committees are responsible for ensuring their State's employees and volunteers have been provided with the Code of Conduct and for ensuring that these employees and volunteers acknowledge their responsibility of adhering to it.

**Breach of the Code of Conduct**

The Animal Justice Party treats breaches of the Code of Conduct seriously as breaches will not only potentially harm another person and the reputation of the Party, but will also damage the Party's ultimate purpose of achieving positive changes for animals. Failure to comply will be subject to an investigation and may include a variety of actions including formal warnings, performance management or termination of employment/volunteering/membership.

**Reporting a breach**

If you believe that a breach has occurred, you should speak to your manager, convenor or coordinator. If the breach concerns your manager, convenor or coordinator then you should speak to a member of your State Committee.

Employee/Volunteer Name:.....

Employee/Volunteer Role:.....

Signature:.....Date:.....

Last reviewed: July 2018