RARC

**Code of Conduct**

Russian Australian Representative Council unite and preserves traditions connected to Russian-speaking peoples’ history through helping its members to make Russian folk, history and traditions related events, and other activities. Board members agreed to introduce Code of Conduct on acceptable standards of behaviour for RARC members.

This Code of Conduct applies to all staff and people representing the Council, including:

* RARC Board members
* RARC members
* TCC Board members
* TCC members

All members of the Council must always conduct and present themselves in a professional and responsible manner and demonstrate respect for others by treating all people equitably and fairly with a commitment to an inclusive volunteering workplace that is free from harassment. RARC does not tolerate any behavior which may be unwelcome or which may victimise, be offensive or humiliating to others regardless of whether this occurs face-to-face, in writing, via email or via social networking media.

All RARC members are expected to:

Respect: All members are to show respect towards all persons, including board members, other members, guests of RARC hosted events and the general public by treating others fairly and objectively and ensuring freedom from discrimination, harassment and bullying

Avoid improper use of position: All members must adhere to the highest standards of honesty and professional practice. Improper use of their position includes actions which may result in detriment to RARC or its members in real, potential or apparent advantage.

Promoting public good: All members are encouraged to promote public good by contributing to achieving RARC’s values as outlined in the organisation rules.

Confidentiality: All members who have access to RARC official documentation and information must take care to maintain the integrity, confidentiality and privacy of such information to protect any individual or Council itself.

Natural justice: All members should observe the principles of natural justice in their decision making. Natural justice requires an absence of bias, the presentation of substantial reliable evidence, and right of the person affected to hear all of the material evidence and be given adequate time and a fair and reasonable opportunity to respond.

Consequences of non-compliance

Where a RARC member suspects a breach of the Code may have occurred they may seek advice from RARC Board members. A RARC member whose conduct falls below the standards outlined in the Code will be dealt with in accordance with the relevant RARC procedures. Some breaches of the Code may also have consequences for RARC members under criminal or civil provisions of the general law.