



**NSW LABOR  
INTERIM  
CODE OF  
CONDUCT**



## 1. PRINCIPLES

1.1. NSW Labor is committed to providing a safe, inclusive and respectful environment in all Party forums for members, employees and volunteers.

1.2. The Australian Labor Party including NSW Labor, is the party of equality. All people are entitled to respect, equality, dignity and the opportunity to participate in society free of harassment and receive the protection of the law regardless of their origins, perceived race, religion, sexual orientation, gender identity, disability, age or ethnicity. These same principles apply to all those participating in the democratic processes of the Party.

1.3. We strive to create a strong and positive workplace culture, and commit ourselves to the creation of policies, training and complaint handling procedures that will effectively protect complainants when allegations of misconduct are made.

## 2. PURPOSE AND SCOPE

2.1. The Interim Code of Conduct sets out NSW Labor's expectations for all people involved with the Party.

2.2. NSW Labor in particular expects its elected leadership to model the standards of behaviour set out in this Interim Code, and to work toward broader cultural change in the party.

2.3. It applies to all NSW Labor workplaces, after hours work, campaign events, social functions convened by NSW Labor, election campaigns, meetings and conferences - whether in-person or online - which NSW Labor members, staff and other individuals covered by the code attend as a result of party related duties or involvement.

2.4. It applies to Party members, elected or endorsed NSW Labor federal, state and local representatives, officials (paid and unpaid) staff, contractors, volunteers and to any person who attends a NSW Labor gathering or event.

2.5. NSW Labor 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, NSW Labor will promote this Interim Code and associated policies.

2.6. NSW Labor recognises that safe and respectful working environments are improved through understanding and adhering to the Interim Code of Conduct by all parties.

2.7. This Code of Conduct is to be read alongside these associated policies:

2.7.1. Harassment and Bullying Prevention and Response Policy

2.7.2. Sexual Harassment Prevention and Response Policy

2.7.3. The NSW Labor Rules

2.8. The Interim Code will apply to the extent of any inconsistency with the above policies.

### 3. PROCEDURE FOR COMPLAINTS

3.1. NSW Labor takes seriously allegations about any potential misconduct under this Interim Code and associated policies. When dealing with allegations, NSW Labor will have regard to procedural fairness, undertake a prompt and transparent process and maintain confidentiality.

3.2. Until such time as a revised complaints handling procedure is adopted by NSW Labor, the Interim Code of Conduct will adopt the ALP National Complaints Handling Process. The below designated persons can provide informal advice to potential complainants or receive complaints formally:

Name	Contact Details
National ALP Operations Manager Sandy Rippingale	(02) 6120 0800 sandy.rippingale@cbr.alp.org.au
National Labor Women's Network Kay Densley	kay.densley@alp.org.au
National Labor Women's Network Dimity Paul	dimity.paul@alp.org.au
National Labor Women's Network Trish Marinozzi	Trish.marinozzi@alp.org.au
NSW Labor Governance Director Complaints Manager Glenn Bacic	(02) 9207 2000 glenn@nswlabor.org.au

3.3. NSW Labor reserves the right to develop complaints handling policies for individual workplaces or gatherings where appropriate which are consistent with the principles outlined in the Interim Code and associated policies.

## **4. STANDARDS OF CONDUCT**

4.1. NSW Labor expects all persons covered by this Interim Code to abide by the following standards and principles:

4.1.1. Every person should be treated with dignity, fairness and respect.

4.1.2. People should be able to participate in activities of NSW Labor free from fear of bullying, discrimination and harassment.

4.1.3. Bullying, harassment (including sexual harassment), victimisation and/or discrimination of any type is not tolerated, and such behaviour is prohibited.

4.1.4. All laws and workplace policies must be complied with and activities which may harm the reputation of NSW Labor should be avoided.

4.1.5. Unlawful or anti-social behaviour including abuse of legal or illegal drugs should not be engaged in.

4.1.6. Actions should not be affected by personal interests, benefits and relationships and conflicts of interest should be disclosed as appropriate.

4.1.7. All dealings with and between members, officials and staff of NSW Labor, and those with the general public, must be carried out with integrity. This includes maintaining appropriate confidentiality and the protection of personal information received in the course of those dealings.

## **5. INTERACTION WITH THE ALP NATIONAL CODE OF CONDUCT AND OTHER LAWS AND POLICIES**

5.1. NSW Labor recognises that the Federal Australian Labor Party has its own Code of Conduct and associated policies, and that particular workplaces, including parliamentary workplaces, are governed by specific codes of conduct, legal and WHS requirements and disciplinary procedures. This Interim Code is to be read consistent with those legal requirements, codes and disciplinary processes.

5.2. Where there is a conflict or perceived conflict between the NSW Labor Interim Code and associated policies and those rules, policies, laws and processes and processes of a state or territory jurisdiction, the latter prevails, until otherwise determined by the NSW Labor Administrative Committee and with the endorsement of the NSW State Labor Executive Board.

## 6. MISCONDUCT

6.1. Misconduct can range in severity and includes situations where someone (this list is not exhaustive):

- 6.1.1. Is negligent or careless or fails in the duty of competence in the performance of duties.
- 6.1.2. Is abusive or uses obscene or threatening language to another person.
- 6.1.3. Fails to abide by internal NSW Labor policies for member conduct.
- 6.1.4. Sexually harasses another person or causes sexual harm.
- 6.1.5. Behaves in a disruptive manner.
- 6.1.6. Commits an act or omission which is likely to bring NSW Labor into disrepute.
- 6.1.7. Is physically or verbally violent against any person.
- 6.1.8. Behaves in a manner that constitutes discrimination or harassment towards a group of persons, including on the basis of race, ethnicity, gender, gender identity, sexuality, age or disability.
- 6.1.9. Attends a NSW Labor gathering or event or when purporting to conduct business on behalf of NSW Labor or representing the NSW Labor is under the influence of drugs or alcohol which prevents the proper and/or safe performance of duties.
- 6.1.10. Falsifies documents.
- 6.1.11. Has unauthorised possession of, or misuses the property of NSW Labor.
- 6.1.12. Deliberately fails to declare to NSW Labor a conflict of interest or relationship which may affect their performance or judgment as an office holder.
- 6.1.13. Behaves in a manner which brings NSW Labor into disrepute.
- 6.1.14. Misuses confidential information.
- 6.1.15. Blatantly disregards health and safety policies and procedures.

## 7. SEXUAL HARASSMENT

7.1. NSW Labor believes in an organisation, and a community, that is safe for everyone; and that it is imperative to take positive action to prevent sexual harassment. Labor recognises that sexual harassment is a form of gendered violence.

7.2. Sexual harassment is unwanted, unwelcome conduct of a sexual nature in circumstances where it is reasonable to anticipate the recipient will feel offended, humiliated or intimidated. It is irrelevant whether the person committing the acts intends to sexually harass the recipient. Sexual harassment is not interaction, flirtation or friendship which is mutual or consensual.

7.3. NSW Labor recognises sexual harassment can constitute serious misconduct. Further details are outlined in the NSW Labor Sexual Harassment Prevention and Response Policy.

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## **8. BULLYING AND HARASSMENT**

8.1. NSW Labor takes a strong stance against bullying and harassment of any person by any individual covered by this Interim Code.

8.2. NSW Labor recognises that bullying and harassment can constitute serious misconduct. Further details are outlined in the NSW Labor Harassment and Bullying Prevention and Response Policy.

## **9. CODE OF CONDUCT REVIEW**

This Interim Code of Conduct will be further developed by the NSW Labor Working Group into the Code of Conduct and Associated Policies during 2021. Once a final Code of Conduct is adopted by NSW Labor, a review of the Code and its Associated Policies should be undertaken by NSW Labor no later than two years from its formal adoption.