

FIRST NATIONS MEDIA AUSTRALIA MEMBERSHIP CODE OF CONDUCT



1. Purpose

The purpose of the First Nations Media Australia Membership Code of Conduct is to support effective representation of, advocacy for and service delivery to First Nations Media Australia members.

2. Application

The Code of Conduct sets out the actions, behaviours and attitudes requested of First Nations Media Australia members as relevant to their direct contacts, engagement and communications with First Nations Media Australia. Contacts and communications include:

- Participation in governance actions and provisions.
- Engagement in meetings, workshops, Festivals, seminars, conferences, delegations, committees.
- Use of First Nations Media Australia provided membership benefits and resources.
- Engagement with First Nations Media Australia staff and contractors, and
- Any other activities and communications where a Member has direct dealings with First Nations Media Australia or formally represents IRCA/First Nations Media Australia.

3. Code of Conduct

3.1 Member Responsibilities

In dealing with First Nations Media Australia as set out under *Application* above, members will:

- Act honestly and with integrity.
- Act with care and diligence.
- Treat other persons with respect and courtesy, and without discrimination, bullying, or harassment.
- Comply with all applicable Australian laws.
- Use First Nations Media Australia's resources in a proper manner.
- Act in a way that upholds the values, integrity and good reputation of First Nations Media Australia.

3.2 First Nations Media Australia Responsibilities

In dealing with members as set out under *Application* above, First Nations Media Australia will:

- Act honestly and with integrity;
- Act with care and diligence;
- Treat members with respect and courtesy, and without discrimination, bullying, or harassment;
- Comply with all applicable Australian laws;
- Use member provided information and resources in a proper and agreed manner;
- Act in a way that upholds the values, integrity and good reputation of First Nations Media Australia.

4. First Nations Media Australia values

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|------------------------|------------------------|-------------------|
| • Culture and language | • Opportunity building | • Partnership |
| • Innovation | • Commitment | • Accountability |
| • Diversity | • Achievement | • Transparency |
| | | • Ethical conduct |

5. Relevant legislation

5.1 Federal


- Age Discrimination Act 2004 (Cth)
- Australian Human Rights Commission Act 1986
- Copyright Act 1968
- Disability Discrimination Act 1992
- Fair Work Act 2009
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Workplace Gender Equality Act 2012

5.2 Northern Territory

- Work Health and Safety (National Uniform Legislation) Act 2011 (NT)

6. Other relevant First Nations Media Australia Membership policies

- Membership Health and Safety Policy.
- Diversity Policy.
- Membership Privacy and Confidentiality Policy.
- Membership Complains and Disputes.
- Membership copyright.
- Membership Indigenous Cultural and Intellectual Property Policy.

Version	Date adopted/revised	Endorsement/Description of change
1.	8/5/19	General Manager Daniel Featherstone 
		Endorsed by First Nations Media Australia Board