

# Code of conduct – STBA

1. **Purpose:** The purpose of this document is to describe the culture and type of behaviour the Southern Tasmanian Beekeepers Association (STBA) seeks to promote within its membership and beekeeping community.
2. **Governance:** This document will be known as the STBA Code of Conduct and will be reviewed by the Executive every 2 years.
3. **Scope:** This code covers all financial, associate and Life members of the STBA.
4. **Key principles:** The STBA wishes to operate in an environment:
  - i) Where beekeeping knowledge and information is shared freely amongst members.
  - ii) Where ideas and contributions from all members, including the Executive, are respected. Respect is defined as consideration for other peoples' physical and emotional wellbeing.
  - iii) That is free from harassment. Harassment is defined as any action directed at an individual or group that creates a hostile, intimidating or offensive environment.
  - iv) Which is non-discriminatory, and which respects the rights, dignity and worth of every human being, and (within the context of the activity), treats everyone equally regardless of gender, ethnic origin or religion.

This code of conduct has been developed to assist the STBA in building and maintaining a safe environment that encourages all members to feel a part of the beekeeping community. Persons to whom this Code applies acknowledge and agree to comply with the disciplinary and grievance procedures maintained by the STBA. If any disciplinary action is taken, a person directly affected will be given the opportunity to participate in those proceedings and the right to appeal against any decision against them.

## 5. Key Elements

Everyone who is bound by this code shall:

- i) Act in a manner that is compatible with the interests of the STBA.
- ii) Accord people involved in all forms of beekeeping with the appropriate courtesy, respect and regard for their rights and obligations.
- iii) Show a positive commitment to the STBA's policies, rules, procedures, guidelines and agreements.
- iv) Respect the confidentiality of information that they receive in the course of fulfilling their duties.

## 6. Unacceptable Behaviour

This list provides examples of behaviour deemed to be unsuitable and not in the best interests of the Association. This is not an exhaustive list.

- i) Disrespecting other points of view. Disrespect is defined as a statement that is deemed to denigrate and/or intimidate another person, or behaviour likely to constitute emotional abuse.
- ii) Tantrums, lashing out or talking over other people.
- iii) Any form of harassment or bullying (see 7)

- iv) Swearing
- v) Damaging another person's property or depriving them of that property.
- vi) Statements that are deemed to denigrate the group that an individual is representing.

It is the Chair's responsibility in meetings to ensure the Code of Conduct is adhered to and that breaches of this Code are managed accordingly.

#### **7. Relevant supporting documents**

STBA Grievance procedure