Independents for Mornington Peninsula

Code of Conduct

Approved: December 2025

1. Objective

The objective of this Code is to ensure a harmonious, safe and ethical environment that upholds Independents for Mornington Peninsula (I4MP)'s purposes, and to set clear conduct expectations for everyone engaged by or with I4MP.

2. Application of this Code

This Code applies to all people engaged by or with I4MP in any capacity, including but not limited to:

- Committee members
- Ordinary members
- Volunteers
- Employees
- Contractors and consultants
- Any other person acting in a role for, or on behalf of, I4MP (including people representing I4MP at events or in the community).

3. Our values and purposes

All I4MP people are expected to behave in ways aligned with our purposes, which are to:

- Support and promote community-backed independent candidates at all levels of government.
- Run community events, forums, and fundraisers to increase political engagement and civic participation.
- Advocate for transparency, climate action, social justice, and integrity in government.

In addition, all I4MP people are expected to behave in a way that supports our organisation's values, which are:

- Integrity – Doing the right thing, consistently and without compromise.
- Collectivism – Being community minded and putting the Peninsula first.
- Authenticity and honesty – Being genuine, open and truthful.
- Humility – Listening, learning and sharing leadership.
- Empathy and fairness – Understanding others' experiences and seeking fair outcomes

4. Policy statement

This Code sets expected standards of behaviour and provides a framework to guide conduct when representing I4MP and furthering its purposes, whether in person, online, or in any other forum where I4MP may reasonably be identified.

5. Standards of behaviour

5.1 Performance of duties

When acting for I4MP, you will:

- Be punctual.
- Meet commitments.
- Attend required training.
- Treat others with courtesy and respect.
- Promote I4MP's interests.
- Follow lawful and reasonable directions.
- Comply with all applicable laws, rules, and I4MP policies.

5.2 Confidentiality

You must not disclose, misuse, or fail to safeguard I4MP confidential information. You must comply with any reasonable request to delete or destroy confidential information in an appropriate and secure way.

5.3 Conflict of interest

You must not act in an actual, potential, or perceived conflict with I4MP's interests. You must:

- Disclose secondary employment, affiliations, or relationships that may give rise to conflict; and
- Follow any agreed management plan, which may include recusal from decisions or activities.

5.4 Dress and presentation

Present yourself in a professional and appropriate manner for your role, the activity, and the context.

5.5 IT security and appropriate use

When using I4MP systems, devices, or platforms, you must:

- Use I4MP IT resources reasonably and appropriately.
- Keep systems, accounts, and data secure.
- Avoid unlawful, discriminatory, or offensive content.
- Keep personal use to a minimum and ensure it does not interfere with your role.

5.6 Discrimination, harassment and bullying

You must not discriminate against, sexually harass, or bully anyone. You are expected to:

- Support a culture free from discrimination, harassment, and bullying.
- Refrain from victimisation of anyone who raises a concern.
- Report concerns promptly through the nominated channels or to an appropriate I4MP representative.

5.7 Alcohol and drugs

You must not be intoxicated while representing I4MP or participating in I4MP activities. If medication may affect your capacity or safety, you should:

- Follow medical advice; and
- Advise a Committee member or other I4MP representative where this may impact safety or performance.

5.8 Use of resources and property

You must:

- Use I4MP equipment, funds, and facilities effectively, economically, and carefully.
- Not remove, damage, or destroy I4MP property without proper approval.

5.9 Privacy and records

You must:

- Access and share records solely for legitimate I4MP purposes.
- Maintain confidentiality of sensitive and personal information.
- Store records in approved systems and handle them in line with relevant policies, privacy obligations, and legal requirements.

6. Committee-specific expectations

In addition to the above, Committee members are expected to:

- Act as custodians of I4MP and its assets.
- Exercise independent judgement in the best interests of I4MP as a whole.
- Maintain confidentiality of Committee papers and deliberations.
- Uphold Committee solidarity by supporting formal decisions publicly, even where they personally disagreed.

7. Misconduct

Misconduct is behaviour that breaches this Code or related policies. Serious misconduct may include, but is not limited to:

- Concealment or falsification of material facts.
- Fraud, theft, or misuse of funds.
- Assault or threats of violence.
- Intoxication while representing I4MP or at an I4MP event.
- Abusive, discriminatory, or harassing language or conduct.

- Criminal conduct rendering a person unfit for their role or engagement.

These examples apply to all people covered by this Code.

8. Responsibilities and leadership

Leaders and office bearers are expected to:

- Provide a positive role model consistent with this Code.
- Take reasonable steps to prevent conduct contrary to I4MP policies.
- Deal with concerns and complaints promptly, fairly, professionally, and as confidentially as reasonably practicable.

All I4MP people share responsibility for:

- Following this Code and related policies.
- Contributing to a respectful, safe, and lawful environment.
- Raising concerns about potential breaches in good faith.

9. Related policies

This Code should be read together with related I4MP policies, which may include policies on:

- Discrimination and equal opportunity.
- Bullying and harassment.
- Privacy and information handling.
- Complaints.
- Conflicts of interest.
- Whistleblowing and reporting concerns.

10. Non-compliance and corrective action

Breaches of this Code will be taken seriously. Outcomes will depend on the circumstances and may include, but are not limited to:

- Feedback and counselling.

- An apology or commitment to change behaviour.
- Mediation or facilitated discussion.
- Additional training or supervision.
- Formal warnings.
- Suspension from particular activities or roles.
- Termination of employment for employees, where applicable and lawful.

10.1 Ending relationships or involvement with I4MP

I4MP may, subject to applicable laws, the Constitution, and any contractual obligations, end or limit its relationship or involvement with any person it reasonably considers to have breached this Code or related policies. This may include:

- Ending a volunteer role or ceasing to offer volunteer opportunities.
- Ending or not renewing a contract or consultancy.
- Removing a person from a committee, working group, or representative role through the processes available under the Constitution or relevant rules.
- Restricting or withdrawing access to I4MP events, systems, or platforms.

Decisions will be made having regard to procedural fairness, the seriousness of the conduct, and the impact on I4MP, its people, and the community.

10.2 Members

Where a member is alleged to have breached this Code, the matter may be addressed under the Constitution in Division 2 (Disciplinary Action), which specifies:

- Grounds such as failure to comply with the Rules, refusing to support the purposes, or conduct that is prejudicial to I4MP.
- Notice and hearing by a disciplinary subcommittee, and possible outcomes including reprimand, suspension, or expulsion.
- Rights of appeal.

11. Review

This Code will be reviewed periodically, and when legislation, organisational needs, or good practice change.