



**Parliamentary Workplace
Support Service**

Behaviour Code for Australian Parliamentarians

Respect

- Parliamentarians must treat all those with whom they come into contact in the course of their parliamentary duties and activities with dignity, courtesy, fairness and respect.

Diversity

- Parliamentarians recognise the importance and value of diverse viewpoints, and that robust debate is conducted with respect for differing views, which are essential for a functioning democracy.

Prohibited behaviours

- Bullying and harassment, sexual harassment or assault, discrimination in all its forms including on the grounds of race, age, sex, sexuality, gender identity, disability, or religion is unacceptable.

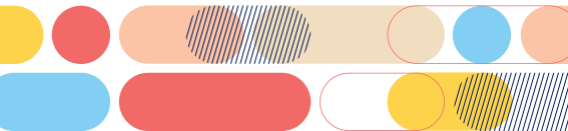
Upholding this Code

- Parliamentarians must incorporate this code in their everyday workplace practice.

Engaging with the Independent Parliamentary Standards Commission (IPSC)

Parliamentarians have obligations including:

- Cooperate with investigations and comply with any sanctions imposed.
- Maintain the confidentiality of the complaint process.
- Act on allegations of misconduct.



Behaviour Standards for Commonwealth Parliamentary Workplaces

- **Act respectfully, professionally and with integrity.**
- **Encourage and value diverse perspectives and recognise the importance of a free exchange of ideas.**
- **Recognise your power, influence or authority and do not abuse them.**
- **Uphold laws that support safe and respectful workplaces, including anti-discrimination, employment, work health and safety and criminal laws.**
- **Bullying, harassment, sexual harassment or assault, or discrimination in any form, including on the grounds of race, age, sex, sexuality, gender identity, disability, or religion will not be tolerated, condoned or ignored.**

You can access independent and confidential support and advice by contacting the Parliamentary Workplace Support Service (PWSS) at www.pwss.gov.au or phone 1800 747 977.

Complaints can be submitted to the Independent Parliamentary Standards Commission (IPSC) at www.ipsc.gov.au or phone 1800 014 772.

