

Factsheet

Behaviour Code for staff of Parliamentarians

Every person employed under the *Members of Parliament (Staff) Act 1984* (MOP(S) Act) is required to understand and comply with this Code and the Behaviour Standards for Commonwealth Parliamentary Workplaces. The Code and Standards are enforceable and a breach of either could lead to sanctions being imposed.

Respect

- MOP(S) Act employees must treat all those with whom they come into contact in the course of their MOP(S) Act duties and activities with dignity, courtesy, fairness and respect.
- All MOP(S) Act employees have a role to play in fostering a healthy, respectful and inclusive environment where all people feel safe and valued.

Diversity

- All MOP(S) Act employees have a role in fostering and respecting diversity in their workplace, to ensure everyone feels safe and welcome to contribute.
- MOP(S) Act employees 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 behaviour

- 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 the Code

- MOP(S) Act employees must incorporate this code in their everyday workplace practice. This is done by:
 - Complying with all workplace policies as required by the Parliament.
 - Undertaking any training or professional development as recommended or deemed necessary.



What is the Behaviour Code?

In October 2024 the Australian Parliament passed a resolution to endorse a Behaviour Code for staff employed under the *Members of Parliament (Staff) Act 1984* (MOP(S) Act). The Code sets out expectations for behaviour, including requirements to foster respectful and inclusive workplaces, and a prohibition on bullying, harassment, sexual harassment and assault, and discrimination. The Code also recognises the importance of a free exchange of ideas, which is an integral part of our democracy.

The Behaviour Code should be read in conjunction with the Behaviour Standards.

When does the Code apply to me?

Both the Code and the Standards apply to all duties undertaken **in the course of MOP(S) Act employment**, including at social events, when travelling for work, and outside of normal business hours. This includes conduct engaged in by any means, including in person, or by electronic communication. Alcohol is no excuse for breach of this Code or the Standards.

How do I report a breach of the Code?

Complaints made under this code will be taken seriously and dealt with confidentially and independently. Breaches may be met with sanctions.

If you experience or witness unacceptable behaviour you are encouraged, and will be supported, to speak up. Complaints in relation to this Code can be submitted to the Independent Parliamentary Standards Commission (IPSC) at www.ipsc.gov.au or phone 1800 01 4772.

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 (option 1).

What if I am the subject of a complaint to the IPSC?

MOP(S) Act employees have obligations to:

- Cooperate with investigations and comply with any imposed sanctions.
- Maintain the confidentiality of the complaint process, unless authorised by the IPSC (or otherwise required by law) to share or release information.



Phone 1800 747 977



Text the PWSS 0487 112 755

www.pwss.gov.au

