

## 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. These are enforceable and a breach of either could lead to sanctions being imposed.

This 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.

### 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.

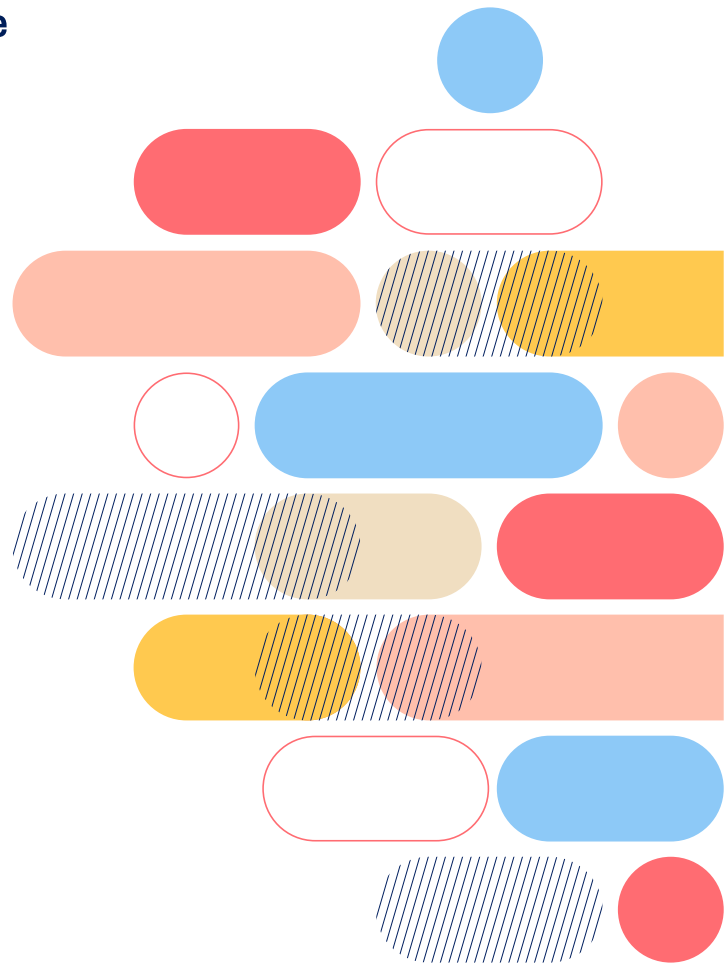
MOP(S) Act employees recognise the importance and value of diverse viewpoints, and that robust debate is conducted with respect for differing views, which are essential for a functioning democracy.

### Prohibited 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. Such behaviour will not be tolerated, condoned or ignored.

**Complaints can be submitted to the Independent Parliamentary Standards Commission (IPSC) at [www.ipsc.gov.au](http://www.ipsc.gov.au) or phone 1800 01 4772.**

**The Parliamentary Workplace Support Service (PWSS) can provide counselling and support, and advice on complaint avenues. Further information can be found at [www.pwss.gov.au](http://www.pwss.gov.au) or by phone 1800 747 977.**



## Behaviour Standards

- 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.