



CODE OF CONDUCT

1. Statement

Every person participating in the activities of Melbourne Bushwalkers should strive to ensure:

- The inclusion of every person regardless of their age, gender, sexual orientation, race, culture or religion
- There are opportunities for people with a range of abilities to participate
- They demonstrate respect towards each other, the organization and the broader community
- There is a safe and inclusive environment for all, free from violent or abusive behavior
- There is protection from sexual harassment or intimidation

2. Breaches of the Code

The following behaviors are considered to be breaches of the Code:

- Violent or abusive behavior or vilification of any kind towards another person or the organization
- Discrimination against another person based on their age, gender, sexual orientation, race, culture, religion or any other irrelevant personal characteristic
- Victimization of another person for exercising their rights through this Code of Conduct
- Failure to maintain a safe environment free from violence, abuse, discrimination and harassment

3. Responsibility of Individuals

It is the responsibility of individuals bound by this Code of Conduct to:

- Make themselves aware of the standards of behavior required
- Be accountable for their behavior
- Report breaches of this Code to a Committee Member or Leader

4. Responsibility of Melbourne Bushwalkers Inc.

It is the responsibility of the Committee to adopt, implement and comply with this Code of Conduct and treat any breach or complaint made in an unbiased, sensitive, fair, timely and confidential manner. Any breaches of this Code will be dealt with in accordance with the Club's By-Laws and Rules.

5. Policy Implementation

The Code of Conduct will be published on the Club's website, be printed in the Club's Newsletter and copies made available in the Club's meeting room

6. Related Policy Documents

- Melbourne Bushwalkers(Inc.) - By-Laws
- Melbourne Bushwalkers (Inc.) - Rules of Association
- Melbourne Bushwalkers (Inc.) - Participants' Responsibilities on Club Activities
- Bushwalking Victoria - Code of Conduct