



CODE OF CONDUCT MEMBERS

This Code of Conduct applies to all members of the Mental Health Coalition of SA (MHCSA): Ordinary, Associate and Individual, and to the representatives of member organisations (all hereafter referred to as MHCSA members).

PURPOSE

The purpose of the MHCSA Code of Conduct is to guide the behaviours and conduct of MHCSA members in undertaking or participating in activities related to the MHCSA; so as to ensure that such activities:

- are consistent with the objectives of the MHCSA
- reflect professional attitudes and behaviour
- uphold the reputation of the MHCSA as a peak body representing South Australia's non-government mental health service providers.

MEMBERS' RIGHTS AND RESPONSIBILITIES

Members have the right to:

- provide feedback or complaint to the MHCSA
- be treated with respect and courtesy by MHCSA staff.

Members have a responsibility to:

- be bound by the rules of the MHCSA Constitution or by-laws
- treat MHCSA staff with respect and courtesy
- uphold the reputation of the MHCSA as a peak body representing South Australia's non-government mental health service providers.

PRINCIPLES

The MHCSA Code of Conduct is based on the following principles:

- **Respect for the law and system of MHCSA governance and operations**

MHCSA members will observe relevant Commonwealth and State laws, and the purpose, rules and objectives of the MHCSA as stated in its Constitution as well as those outlined in its Strategic Plan. MHCSA members will not purport to speak on behalf of the MHCSA with regard to external activities or public comment without the express permission of the MHCSA Board of Directors and will not denigrate the MHCSA in any public forum.

- **Respect for people, their rights, and dignity**

MHCSA members respect the fundamental rights, dignity, and worth of all people, including the rights of individuals to privacy, confidentiality, self-determination, and autonomy. MHCSA members will treat other MHCSA members, representatives of relevant organisations, members of the community, and all other parties/individuals who are involved in MHCSA activities, with equity and respect. This includes:

- courtesy, responsiveness and fairness when dealing with others
- avoiding discrimination based on age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, or socio-economic status
- avoiding behaviour that may reasonably be perceived as harassing, bullying, or intimidating.

- **Integrity**

When participating in activities related to the MHCSA, members are honest, fair, and respectful of others and strive to be aware of their own belief systems, values, needs, and limitations and the effect of these in participating in MHCSA activities. MHCSA members avoid improper and potentially harmful relationships.

• **Honesty and Conflict of Interest**

MHCSA members avoid conflicts between their private interests, or those of the organisations they represent, and their responsibility towards MHCSA. They shall not strive for personal gain or private outcomes arising from membership of the MHCSA. In particular they will refrain from using their membership to promote causes or activities which MHCSA may not support.

GRIEVANCES OR DISAGREEMENT WITH MHCSA POLICIES OR OPERATIONAL ACTIVITIES

The MHCSA strives to ensure that its activities are relevant to the needs and priorities of the community mental health sector in South Australia. An important aspect of this is feedback regarding our activities including complaints and grievances from all our stakeholders.

Where a member disagrees with a policy or activity of the MHCSA, or otherwise has a complaint or grievance, the matter should be brought to the attention of the MHCSA Executive Director who will raise the issue with the Board of Directors. MHCSA will seek to ensure complaints are resolved promptly and fairly without fear of retribution. (Refer to Grievance Policy and Procedures- External)

BREACH OF CODE

A MHCSA member who departs from the principles outlined above will be considered to be in breach of this code. Breaches of the code are reported to the MHCSA Executive Director who will delegate the concern to the MHCSA Board of Directors at its next monthly meeting for consideration of extent of impact and necessary action.

TERMINATION OF MEMBERSHIP

If determined by the Board of Directors that the member has not complied with the signed Code of Conduct this is grounds for termination. Further, if a member:

- is found to breach the specified eligibility criteria of membership
- becomes insolvent
- has membership fees in arrears for a period of 6 months or more
- fails to comply with any of the provisions of the rules of the MHCSA Constitution or by-laws
- acts in a manner considered to be injurious or prejudicial to the character or interests of the MHCSA or in any way causes embarrassment or loss of reputation to the MHCSA and specifically if, in the sole discretion of the Board of Directors, their continuing membership may result in harm or vilification to the name or reputation of the MHCSA,

the member will be given formal notice of intent to terminate their membership of the MHCSA.

A member may appeal the decision to terminate their membership. (Refer to the MHCSA Constitution)

IMPLEMENTATION

As part of the application process for membership of the MHCSA, it is a requirement that potential members read and agree to the MHCSA Code of Conduct.

AGREEMENT

I _____ of
(Full Name)

_____ have read and understood the
(Organisation – if applicable)

Mental Health Coalition of SA Code of Conduct – Members and agree to abide by it.

Signed: _____ Date: _____

In the presence of:

Name: _____ of _____
(Organisation)

Signed: _____ Date: _____