

MEMBER CODE OF CONDUCT

Policy number	093	Version	1
Drafted by	Anand Pillay	Approved by Board on	11/04/2025
Responsible person	PLA National Board	Scheduled review date	2027

1. Objective

- 1.1 To ensure every member of Parks and Leisure Australia (PLA) understands the conduct required as a condition of their membership of the organisation and every member is expected to comply with this code of conduct. The code of conduct is approved by the Parks and Leisure Australia National Board of Directors.

2. Application of this Code of Conduct

This Code of Conduct applies to all PLA members and volunteers regardless of the category of membership.

Please note that office bearers and PLA regional Council members are also subject to adhere to separate Codes of Conduct that applicable to those roles within the organisation.

3. Our Mission and Values

All PLA members people are expected to behave in ways that are aligned with our mission and values.

3.1 PLA's Mission

- 3.1.1 Is to build, serve and develop a strong and united parks and leisure industry in Australia.

- 3.2 **PLA exists to** represent, advocate, support, connect and empower our members, stakeholders and the wider industry; to achieve quality of life for all people in Australia.

4. Standards of behaviour

PLA Members will:

- 4.1 respect the rights, opinions and dignity of others regardless of their gender, sexuality, age, gender identity, religion, language, politics, national or ethnic origin or disability;
- 4.2 treat others with courtesy and respect, without intimidation, harassment, coercion or inappropriate conduct
- 4.3 conduct themselves as professionals demonstrating their honesty and integrity at all times
- 4.4 not intimate that they represent PLA when making public comments about any personal views, unless requested by the PLA to do so;
- 4.5 conduct themselves in a manner that enhances, and does not diminish, the reputation and standing of PLA
- 4.6 report any type of inappropriate behaviour by members to their region council president or the national president

Confidentiality

if by virtue of their dealings or membership of PLA does not disclose any confidential information belonging to PLA except as required by law, in the performance of their duties or as permitted in writing by PLA.

- 4.7 comply with any request by PLA through the National Board or CEO for confidential information to be deleted, erased or destroyed in such a manner that it cannot be retrieved.

Conflict of interest

not act in conflict with, or be in a position of conflict (or potential conflict) with, the interests of PLA without declaring any potential conflicts and without the subsequent express written consent of the PLA National Board or CEO.

Discrimination, harassment and bullying

- 4.8 Staff must not discriminate against, sexually harass, or harass or bully anyone, and are expected to encourage a workplace culture that is free from such treatment.

5. Breach of the Code of Conduct

Any member not behaving in accordance with this Code of Conduct may be investigated, and subject to an appropriate course of action as determined by the PLA National Board, which may include a reprimand, suspension, refusal of future membership or termination of membership.

6. Review

This Code of Conduct will be reviewed in light of current good practice and applicable regulatory advice.