



Code of Conduct

Purpose

The purpose of the policy is to ensure that Board Directors and volunteers understand their responsibility to undertake their duties in a manner which reflects high standards of good governance, professionalism and integrity.

Context – Transcend Australia Values

Transcend Australia has adopted the following set of values to guide the way we approach our work.

Kindness and authenticity

Kindness and authenticity will underpin/guide/motivate all our interactions including:

- within our peer support groups;
- in our relationships with organisations and our partners;
- how we advocate; and
- with our allies and supporters

Collaboration and partnership

- We will have a “nothing about us without us” approach in all that we do with young people and their families and carers.
- We will commit to an intersectional approach to ensure that all TGDNB people, including First Nations peoples, people of colour, people with different faiths, people with disability and people born with intersex variations, are welcome and active participants in the support we provide and the work that we do.
- We will create respectful, purposeful partnerships with organisations.
- We will work with allies and supporters.

Integrity

- We are committed to the ongoing development and delivery of high quality, trustworthy, evidence-based and up-to-date resources, training and advocacy.
- We will cultivate a culture of transparency within our organisation, in our relationships with our community as well as partnerships and those with which we collaborate.

Justice

We will work for a just, equitable society for and alongside trans, gender diverse and non-binary young people, their parents, families and carers.

We understand that a just and equitable society means that all TGDNB people, including First Nations peoples, people of colour, people of all faiths, people with disability and people born with intersex variations are equal partners in the work that we do.

Policy

The Code of Conduct requires that in the course of their engagement, Board Directors and volunteers must:

- Commit to upholding Transcend Australia's values as outlined above and in the Strategic Plan
- Act with care and diligence and accept accountability for results;
- Treat everyone with respect and courtesy;
- Commit to gender equity including for trans, gender diverse and non-binary people;
- Not intimidate, threaten violence or engage in violence of any kind in the workplace;
- Respect the organisation's decisions and policies;
- Behave in a way that upholds the organisation's reputation;
- Avoid criticising other members and volunteers;
- Comply with applicable legislation;
- Comply with the organisation's Policies and Procedures;
- Advise the Committee or Volunteer Coordinator if they are convicted of an offence which would affect their ability to perform their work;
- Use the organisation's resources in an appropriate manner;
- Comply with lawful and reasonable directions, including a direction to wear Personal Protective Equipment;
- Maintain confidentiality about the organisation's business both during and after you cease involvement with the organisation;
- Respect the privacy of clients, carers, families, members and volunteers
- Be impartial in reaching decisions;
- Not provide false or misleading information in response to a request for information;
- Disclose, and take reasonable steps to avoid any conflict of interest (real or perceived);
- Not make improper use of inside information;
- Not make improper use of a Board or volunteer's status, power or authority;
- Ensure that appropriate professional boundaries between volunteers, clients and families are adhered to at all times.

Document History

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