

Member Code of Conduct

Version as at 25 October 2024

1 Provisions

- (1) In all of their dealings as a member, a member must:
 - (a) act in good faith;
 - (b) show goodwill and respect; and
 - (c) make an effort to reach consensus.
- (2) A member must not:
 - (a) seek to substantially impair the Party's pursuit of its purposes;
 - (b) bring, or seriously risk bringing, the Party into disrepute in a manner contrary to the Charter;
 - (c) sexually harass another member, or a party volunteer or employee;
 - (d) sexually abuse another person;
 - (e) bully or harass another member, or a party volunteer or employee;
 - (f) vilify a person or group of people;
 - (g) intentionally and unfairly discriminate against another member, or a party volunteer or employee;
 - (h) engage in transphobia;
 - (i) steal or otherwise misappropriate party assets;
 - (j) make an intentionally misleading or deceptive, or a recklessly false, statement to the Party;
 - (k) make an intentionally misleading or deceptive, or a recklessly false and damaging, statement about another member, a party volunteer or employee, or the Party, its policies or its decisions;
 - (l) breach a confidence received in their capacity as a member, a member of a party body, or a holder of a party office or position;
 - (m) distribute party information beyond those who are authorised to receive it;
 - (n) seek to influence another member in their participation or decision-making in the Party through improper coercion or inducement;
 - (o) be actively involved in electoral matters in any other organisation (formal or informal) that runs candidates for public office in an electorate (federal, state or local) that the Party or the Australian Greens are contesting; or
 - (p) engage in branch-stacking.

2 Definitions

In this Code of Conduct:

- (a) **purposes** means the purposes set out in clause 1 of the Constitution;
- (b) **sexually harass** means to make an unwelcome sexual advance, make an unwelcome request for sexual favours or engage in any other unwelcome conduct of a sexual nature, in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the subject of the act would be offended, humiliated or intimidated;
- (c) **conduct of a sexual nature** includes:
 - (i) subjecting a person to any act of physical intimacy;

- (ii) orally or in writing, making any remark or statement, or asking any question, with sexual connotations to a person or about a person in their presence;
 - (iii) making any gesture, action or comment of a sexual nature in a person's presence; and
 - (iv) showing a sexual object, image or document;
- (d) **bully or harass** means to engage in a pattern of behaviour, or to commit a sufficiently serious single act, that should reasonably have been expected to make the subject of the behaviour feel offended, humiliated or intimidated, and includes:
- (i) being physically aggressive or making unwelcome physical contact;
 - (ii) using abusive or aggressive language, or shouting;
 - (iii) behaving in an intimidating or belittling manner;
 - (iv) excluding or isolating a person;
 - (v) threatening or coercing a person;
 - (vi) improperly distributing a person's private information;
 - (vii) making or distributing obscene or deliberately offensive messages, images, jokes, songs or comments;
 - (viii) intentionally or recklessly spreading misinformation about a person;
 - (ix) intentionally misgendering a person; and
 - (x) personally attacking or insulting a person;
- (e) **vilify** means to engage in conduct that incites hatred against, serious contempt for, revulsion of, or severe ridicule of another person or group of people because of a relevant personal attribute;
- (f) **discriminate against** means to treat a person unfavourably because of a relevant personal attribute or any other perceived or actual personal attribute and does not include giving effect to affirmative action;
- (g) **relevant personal attribute** means age, sex, gender, gender identity, trans status, sexual orientation, physical or mental abilities, physical appearance, colour or racial constructs, culture or ancestry, or religious beliefs;
- (h) **transphobia** means conduct that harms or seriously risks harming trans people as a group by virtue of them being trans, and includes:
- (i) vilifying trans people;
 - (ii) discriminating against trans people;
 - (iii) attempting to curtail the rights of trans people;
 - (iv) intentionally misgendering trans people individually or as a group;
 - (v) denying that non-binary genders exist;
 - (vi) promoting the unnecessary prioritisation of sex characteristics above gender;
 - (vii) advocating for conversion practices;
 - (viii) advocating for unnecessary restrictions on transition care; and
 - (ix) asking leading questions that cover for doing one of the above; and
- (i) **branch-stacking** means to:
- (i) seek to recruit a person to become a member, or seek to persuade a member to transfer to another branch, for the primary purpose of manipulating the outcome of a particular internal party decision, vote or election;

- (ii) offer a person a material incentive to become a member or to transfer to another branch; or
- (iii) submit a membership application for a person without their consent.

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