

MEMBER CODE OF CONDUCT

Australian Greens Victoria

Version as at 15 February 2025

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, a volunteer for the Party or an employee of the Party;
 - (d) sexually abuse another person;
 - (e) bully or harass another member, a volunteer for the Party or an employee of the Party;
 - (f) vilify a person or group of people;
 - (g) intentionally and unfairly discriminate against another member, a volunteer for the Party or an employee of the Party;
 - (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 volunteer for the Party, an employee of the Party, 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 (whether formal or informal) that runs candidates for public office in a local, state or federal electorate 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;
- (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;
- (j) **Australian Greens** has the meaning given in the Constitution;
- (k) **Charter** has the meaning given in the Constitution;
- (l) **consensus** has the meaning given in the Constitution;
- (m) **Constitution** means the Constitution of The Australian Greens Victoria Incorporated;
- (n) **Party** has the meaning given in the Constitution;
- (o) **party body** has the meaning given in the Constitution;
- (p) **party office** has the meaning given in the Constitution;
- (q) **policy** has the meaning given in the Constitution; and
- (r) **public office** has the meaning given in the Constitution.

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