

Members Code of Conduct

Scope

1. This Code of Conduct (the Code) applies to all Gandangara Local Aboriginal Land Council (GLALC) Members.

Purpose

2. The purpose of the Code is to ensure that the Members of the Gandangara Local Aboriginal Land Council observe the highest standards of conduct and ethical behaviour in all of their activities.
3. By maintaining such standards Members enhance their own, and the Gandangara Local Aboriginal Land Council's, standing as representatives of the Aboriginal community.

Obligations

4. As the conduct of an individual Member can reflect on the wider Aboriginal Land Council network as a whole, this Code sets out what are considered to be appropriate standards of conduct for Members.
5. Members are to acknowledge that this Code is to be adhered to both in spirit and to the letter, so that a Members' conduct is governed by the highest standards of personal and ethical behaviour.
6. Members must uphold the objectives of the Gandangara Local Aboriginal Land Council and abide by the *Aboriginal Land Rights Act 1983* (NSW) and associated legislation. In addition, Members must comply with the policies and procedures of the Gandangara Local Aboriginal Land Council as well as those established by

- the New South Wales Aboriginal Land Council.
7. Members are to treat each other, Board members, employees, stakeholders and other people with dignity, respect, courtesy and fairness.
8. The actions, words and the behaviour of Members not only reflect on them, but can also reflect on the Gandangara Local Aboriginal Land Council. Members must therefore refrain from conduct or actions that detract from the reputation of the Gandangara Local Aboriginal Land Council.
9. Members must not use language or engage in behaviour that may reasonably be called discriminatory, abusive, threatening, violent, bullying, aggressive or intimidating, whether verbally, physically or emotionally.
10. Members of the Gandangara Local Aboriginal Land Council must not, at a meeting of the Council, do any of the following things:
 - (a) assault or threaten to assault a Board member, employee, Member or another person present at the meeting
 - (b) move or attempt to move a motion or an amendment that has an unlawful purpose or that deals with a matter that is outside the jurisdiction of the Council, or address or attempt to address the Council or Board on such a motion
 - (c) insult or make personal reflections on or impute improper motives to a Board member, employee or other Member

- (d) say or do anything that is inconsistent with maintaining order at the meeting or is likely to bring the Council or Board into contempt.

Breach of the Code

11. If a person considers that a Member has engaged in conduct in breach of the Code, this should be reported to the CEO.
12. If the CEO has reason to believe that a member subject to the Code has failed to comply with it, then this will be investigated.
13. Depending on the outcome of the investigation, it may be necessary for the Gandangara Local Aboriginal Land Council to take disciplinary action against a member who fails to follow the Code. Disciplinary action will vary depending on the nature and circumstances of the breach of the Code.
14. Disciplinary action against Members may include (but is not limited to):
 - (a) Formal censure, counsel or reprimand
 - (b) In instances of a serious breach of the Code suspension from the Gandangara Local Aboriginal Land Council provided the correct procedure for the suspension of Members is followed (as set out in either the Model Rules in schedule 1 of the *Aboriginal Land Rights Regulations 2014* (NSW) or other applicable rules that may apply from time to time).