ANZSOM CODE OF CONDUCT
(and incorporating the Social Media Policy)

Purpose:

The ANZSOM Code of Conduct guides expectations for a minimum standard of conduct for all ANZSOM members in their interactions with each other, with collaborating bodies, suppliers and ANZSOM staff.

Scope:

This policy applies to:

- all ANZSOM members
- members of General Council
- members of Branch Councils
- members of other ANZSOM committees
- members representing ANZSOM on external bodies
- staff and contractors of ANZSOM (Secretariat)

Definitions:

In this Code:

Committee means any ANZSOM committee, including but not limited to the ANZSOM General Council, State Branch Councils, and specialist committees.

Member has the meaning given to that term in Part 3, Division 1 of the Constitution, and includes Members, Associate Members, Retired Members, Fellows and Honorary Members.

All references in this Policy are to this Policy itself, unless otherwise indicated.

Background:

ANZSOM values its members and the contribution they make to the success of the Society, including achieving its mission of GOOD WORK, SAFE WORKPLACES & HEALTHY WORKERS. ANZSOM also values the diversity of its membership, which delivers opportunities and benefits for all involved.

At the same time ANZSOM recognises that mutual respect of diverse opinions and mutual respect in general must underpin the way ANZSOM members behave towards each other and those involved in the Society. In addition, ANZSOM has a legal responsibility to ensure its workplace is safe for attending members and staff and that the organisation meets other legal obligations and professional standards.

These expectations are reflected in the organisation's Values as defined in the Strategic Plan. These core values serve as a compass to guide our actions, decisions and interactions. They reflect our shared dedication to upholding the highest ethical standards while driving positive, meaningful change for our members and the community.

Respect
We listen, collaborate and engage with professionalism, fairness and courtesy. We value the experience, expertise and contributions of our members, partners and the communities we serve.

Integrity
We uphold high ethical standards and evidence-based practice. We are transparent and accountable in our leadership and advocacy.

Diversity
We embrace diverse perspectives, backgrounds and expertise. We foster an inclusive profession that that strengthens better outcomes for workers and workplaces.

Sustainability
We promote practices that support long-term worker health, safe workplaces and responsible organisational development.

Teamwork
We collaborate openly and work in partnership with our members and stakeholders. We value shared knowledge and collective expertise to achieve better outcomes.

Innovation
We support evidence-based innovation and new ways of working. We respond to emerging challenges with practical, effective solutions.

Policy:

General conduct:
When dealing with ANZSOM matters, all members are expected to:

- act in ANZSOM's best interests,
- act with a high degree of professionalism, integrity and mutual respect,
- uphold ANZSOM's good reputation,
- interact with other members, staff and suppliers in a constructive manner,
- be responsive to other members, staff and other stakeholders, and to overall ANZSOM requirements, and
- understand ANZSOM has limited resources, and to work within those resources (and understand and expect the same from other members and staff).

Conduct on social media:
Specific requirements in relation to social media are outlined in Appendix 1.

Regulatory compliance:
When dealing with ANZSOM matters, all members must comply with:

- ANZSOM policies as notified or as reasonably inferred as relevant, and
- relevant laws and regulations.

Confidentiality:
In performing their role or interacting with ANZSOM, members may receive or have access to ANZSOM's confidential (non-public) information. Such information is proprietary and valuable, and unauthorised disclosure may cause ANZSOM damage. Accordingly, members in receipt of ANZSOM information must keep it confidential, and only use or disclose it as necessary for the purpose it was obtained for, or as authorised.

Conflicts of interest:
When dealing with ANZSOM matters, all members must comply with the ANZSOM's Conflict of Interest Policy, as updated from time to time.

Proper use of authority:
Members may be delegated authority by the ANZSOM General Council, Executive or other Committees. In these circumstances, individuals must always ensure they act within this delegated authority. No individual may use their position, their authority or any information received to obtain an advantage for themselves or detriment for others.

Compliance with this Code of Conduct:

The General Council is responsible for monitoring compliance with this policy and responding to reports of non-compliance. Proven failure to abide by this Code of Conduct may result in disciplinary action as per Part 3, Division 2 of the Constitution.

Evaluation and Review:

The General Council is responsible for reviewing this policy periodically to ensure that it is operating effectively.

References and related documents:

ANZSOM Strategic Plan
ANZSOM Society Rules
ANZSOM Conflict of Interest Policy
ANZSOM Governance Manual

DATE OF ADOPTION:	May 2015
DATE OF REVIEW:	May 2017, May 2020, October 2022, October 2026

Endorsed by ANZSOM General Council on 25th October 2026

APPENDIX 1 – ANZSOM Social Media Policy

Purpose:

Social media is an important platform for member exchange, however all members have an obligation to use social media in a way that reflects the principles of the Code of Conduct. As such, a separate Social Media Policy has been developed.

Scope:

This policy relates to all ANZSOM members.

Definition:

Social media includes (but not limited to) platforms such as LinkedIn, Twitter (X) and Facebook. ANZSOM currently operates a LinkedIn account only. Social media also includes any other online communication forums/platforms that ANZSOM might initiate and operate from time to time.

Policy:

ANZSOM believes that all members have the right to receive and share information in an environment that is safe and respectful. When using social media, all members are always expected to treat each other fairly and with respect. Information shared and opinions published are to be professional, considered and relevant.

Management of social media activity by ANZSOM

The Society reserves the right to report, moderate or remove any social media activity that is deemed inappropriate. This includes activity that is:

- Rude, aggressive, offensive, insulting or defamatory against ANZSOM, other ANZSOM members, other organisations, individuals or forums;
- Intentionally causing disharmony among ANZSOM members;
- Primarily or deliberately designed to inflame others;
- Terrorist based or religiously or racially motivated;
- Spam of any kind.

If any member is concerned that their post has been reported, moderated or removed unnecessarily, they are encouraged to contact the Secretariat directly.

If a member is concerned about the content of ANZSOM's social media activity or the activity of another member, or the activity directed at ANZSOM or another member, they are encouraged to contact the Secretariat.

Any personal grievances about ANZSOM or ANZSOM members should be dealt with via personal message and/or telephone call or email and should not be shared on social media.

References and related documents:

ANZSOM Code of Conduct

DATE OF ADOPTION:	May 2020
DATE OF REVIEW:	October 2022, August 2026