

## The IRLA Code of Conduct

The IRLA Board believe that an important principle of leadership is to set a positive example regarding fair and ethical behaviour, and that IRLA members will respond positively in their own behaviours based on what they see of the Board's conduct. The Board pledge to treat all members with courtesy and ask the same in return. The Board also asks that members treat fellow members and Association/AMS staff with respect, without aggression, abuse or harassment.

Association Directors and Association/AMS staff have the right to perform their duties and to assist others without fear of being assaulted, threatened, verbally abused or discriminated against. Any actions, unintentional or otherwise, whether physical or verbal (including threatening or abusive language made in person, over the telephone or in written communication), which cause members, Directors or Association/AMS staff to feel threatened, uncomfortable or embarrassed are unacceptable and will not be tolerated.

A single incident can amount to harassment and will be treated seriously. Any reported act or threat of physical or verbal abuse, or discrimination will be reported to the member's employer with details of the incident.