



UNITED
WORKERS UNION

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EQUALITY
SAFETY
UNITY

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MEMBER CODE
OF CONDUCT

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Member Statement

United Workers Union (UWU) believes that all people who interact with the union - including members, employees, suppliers, volunteers, contract providers and partners – should do so in an environment that is safe and free from sexism, racism, homophobia or any form of vilification, harassment, discrimination, violence or abuse.

The United Workers Union will not tolerate or condone words, behaviours or actions that undermine the dignity or self-esteem of any individual, or which create an intimidating, hostile, threatening or offensive environment.

All members of the UWU should:

- ▶ Conduct themselves in a way that reflects the values of the United Workers Union;
- ▶ Respect the rights, opinions and dignity of others regardless of their gender, sexuality, age, gender identity, religion, language, politics, national or ethnic origin or disability;
- ▶ Not use or encourage the use of violence; we don't condone nor will we tolerate this kind of behaviour;
- ▶ Not purport to represent the UWU when making public comments about any personal views, unless requested by the UWU to do so;
- ▶ Conduct themselves in a manner that enhances, and does not diminish, the reputation and standing of the UWU;
- ▶ Maintain the confidentiality of any information disclosed under a condition of confidence;
- ▶ Not use any position or office in the union for personal gain;
- ▶ Uphold the Rules of the UWU and work to advance the Objects of the UWU

The *Member Code of Conduct* should be upheld at all times, including at meetings, events and functions and on social media.

Why has a Member Code been developed?

This *Member Code of Conduct* has been developed by the Member Council of the UWU to signal to all members that we stand by our values and are not prepared to turn a blind eye to behaviours that demonstrate a lack of respect, discrimination, harassment, dishonesty or violence.

We recognise that membership of the UWU brings enormous opportunities to be part of a powerful, unified collective to improve the lives of working people. This is balanced with each member's obligation to safeguard the integrity of our union and act in solidarity with all members across all sectors.



Who developed this Code?

The Member Council is empowered to develop the *Member Code of Conduct* by the United Workers Union [rules](#).¹ As such, this Code has the endorsement of the Member Council and is enforceable under the Rules.

A copy of the Code has been posted on the United Workers Union website.²

Breaches of the Code

A breach of the Code will result in a charge being made against a member under the [Rules](#)³ of the United Workers Union Rules.

A charge is made to the National President, who must notify the National Executive. The National Executive will determine a process to hear the charge, ensuring that any member is provided with natural justice.

membercode@unitedworkers.org.au

¹ Rule 6 Objects requires the Union to adopt a code of conduct for the conduct of officers and members of the Union (Rule 6 (xxxii)). Member Council is the body empowered to determine a code of conduct to apply to the Officers and Members (Rule 32 (c)(v)).

² Rule 65(c) requires that any Code of Conduct determined by Member Council must be placed on the Union Website and a copy provided to any member requesting one.

³ Rule 83 Misconduct of Members enables a Financial Industrial Member to bring a charge against an Industrial member in a number of situations, including for breaching the Union Code of Conduct. (83 (b) (xxviii)).



UWU Values Statement



SOLIDARITY

We stand with each other in our campaigns, acting as one towards our common goals of justice and fairness. Members across industries and across regions can say to each other: *Your issue is my issue; and my issue is your issue.* Knowing that we are united gives us the courage to act on the things we care about.



INTEGRITY

We do what we say we're going to do. We're honest and transparent and we listen to each other. We treat each other with empathy. When we disagree, we talk it through respectfully.



DIVERSITY

We have members from different cultures, nationalities, religions, languages, industries and age groups, and we're spread across Australia doing essential work. We make it our business to include all workers – casuals and labour hire workers alongside full time workers; migrant workers alongside those born in Australia. We speak out against discrimination and harassment whether based on gender, sexuality, age, disability or race. In our union, we recognise and value our differences as our strength. There is a place for everyone, and everyone has a voice.



EMPOWERMENT

We support and encourage each other to step up as leaders and to be active. Member leadership is incredibly important to us. We have the confidence to take action on social, industrial and safety issues, and we're active beyond that in politics and in our communities. We don't sit on the fence. We act in the interests of members and of the Union.