



MOUNTAINS COMMUNITY RESOURCE NETWORK CODE OF ETHICS

PRINCIPLES OF PRACTICE

1. Commitment to Social Justice

1.1 The Mountains Community Resource Network has a commitment to the following principles:

- **Equity:** a fairer distribution of economic resources and power.
- **Access:** ensuring fair and equal access for all people to those services that are important for their quality of life.
- **Participation:** maximising the opportunities for people to participate in the circumstances which affect their lives.
- **Rights:** fairer and more comprehensive rights which are equally accessible by all people regardless of their income and social background. This includes civil, political, industrial, social and economic rights.

1.2 All staff and committee members will work towards achieving the above principles for those most disadvantaged in our community.

1.3 All programs and services will reflect MCRN's aims, vision and purpose.

2. Confidentiality

2.1 Committee members will respect the confidentiality of information obtained during meetings.

2.2 Staff grievances and issues relating to grievances and disputes are exempt from the confidentiality clauses, as these will be passed on to Management Committee.

2.3 All staff will respect the confidentiality of information obtained in the course of their work. The staff member will not share confidences revealed by clients or groups without their consent except when legal or compelling ethical reasons exist.

2.4 All staff need to inform clients and groups fully about the limits of confidentiality in any given situation, the purposes for which information is obtained and how it may be used.

3. Professional Conduct

3.1 The staff and committee members will work with each other and with clients, groups and organisations in a way that:

- is empowering
- enables increased access to resources and information
- rights and responsibilities are maintained
- develops skills
- promotes respect for diversity
- does not discriminate inappropriately.

3.2 The staff and Committee members will not conduct themselves in a manner which imposes on the rights and freedom of individuals. This includes: overt or covert sexist remarks, sexual harassment, overt or covert racist remarks, attitudes or behaviours, verbal or physical violence or abuse, discriminating remarks or behaviour.

3.3 The staff and committee members will act to prevent practices that are discriminatory and impinge on human rights.

3.4 Staff and Committee members will recognise and act to support the stated aims, philosophy and policies of Mountains Community Resource Network. They will contribute to these and work towards the best possible standards of service to the community.

3.5 Staff and Committee members will act to support their fellow workers and services.

4. Commitment to this Policy

4.1 All new staff and committee members shall read, understand and agree to abide by this policy. In the event of a breach of this code, refer to conflict resolution procedures.

I agree to uphold the MCRN Code of Ethics

Name:

Date:

Signature:

MCRN is the peak body for the community sector in the Blue Mountains. MCRN supports and resources the BM community sector and its networks, and is funded by NSW Department of Family & Community Services.