

MINING AND ENERGY UNION



CODE OF CONDUCT



Background

This Code of Conduct establishes the standards of behaviour expected of all Mining and Energy Union (**MEU**) members.

We are committed to upholding our Union values and creating a respectful, inclusive, and safe environment for everyone. This Code outlines the specific conduct we expect from all members to ensure the MEU remains an effective and positive force.

Application

This Code of Conduct applies to all Members of the Mining and Energy Union (**MEU**), without exclusion.



Core Principles

- **Respect and Dignity:** act in a way that is consistent with MEU values, treating everyone with dignity and respect.
- **Integrity and Honesty:** act with honesty, integrity and transparency in all MEU-related dealings.
- **Safety and Well-being:** take care of your safety, and the safety of others.
- **Self-awareness:** be mindful of your position and the impact your actions can have on others. Do not abuse your power or authority.
- **Zero Tolerance for Harassment:** Bullying, Harassment, Sexual Harassment or Discrimination in any form will not be tolerated, condoned or ignored.
- **Conflict of Interest:** disclose conflicts of interest and avoid situations that compromise your ability to act in the best interests of the MEU.
- **Confidentiality:** maintain the confidentiality of sensitive MEU information.
- **Union Rules:** adhere to the MEU Rules and work towards achieving the union's Objectives.
- **Union Representation:** avoid presenting personal views as official MEU positions, unless authorised.



Consequences of Breaching the Code

A breach of this Code of Conduct may result in disciplinary action, up to and including expulsion from the MEU. The specific consequences will depend on the severity of the violation.



Reporting Violations

Members who believe that the Code of Conduct has been violated should report the incident to an Official and may make a charge under the MEU Rules.

A charge is made to the relevant District Secretary, or to the General Secretary in the case of National Officers, who must notify either the Board of Management or the Central Council of the charge. Charges made with reasonable cause will be investigated with a report on the charge made to the relevant body.

The MEU will investigate all complaints promptly and fairly, in accordance with the rules of natural justice.

Reports can be made via the following methods:



02 9267 1035



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