



CODE OF CONDUCT

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This Code of Conduct serves two purposes. One being to familiarise the members of East Gippsland Wildlife Rehabilitators Incorporated [EGWR] with the organisations purpose. The other being to familiarise members as to the conduct/ethics that is expected of them at all tiers of membership.

PURPOSE

1. Though not exhaustive; the purpose of East Gippsland Wildlife Rehabilitators Incorporated is described in the Rules of Incorporation and is to do with all aspects of wildlife conservation and preservation. Working toward a better outcome and continued welfare for wildlife. This encompasses changing any negative and destructive attitude of the general public and our governments at all levels, towards wildlife. Engaging all matters to do with wildlife, including, vehicle deaths, illegal and what governments see as legal killing of wildlife; but not excluding other conditions that detrimentally or otherwise affect wildlife. Habitat conservation changing climatic conditions affecting habitat, biodiversity and wildlife. Supporting for wildlife carers and shelters with knowledge, financial support and any other way, in all matters, as possible and as required, to make the task less stressful right from the most basic, to the most complex situations.
2. This Code of Conduct:
 - details minimum behaviour of members in, and during meetings

- guidance for members when representing or assisting persons or members of other wildlife organisations and members of the general public with wildlife issues
 - must be read in conjunction with other East Gippsland Wildlife Rehabilitators Incorporated documentation pertaining to procedures, guidelines and policies
 - is consistent with East Gippsland Wildlife Rehabilitators Incorporated legal obligations.
3. This Code of Conduct applies to all who are connected to East Gippsland Wildlife Rehabilitators Incorporated as members or temporary, casual and/or co-opted persons
 4. This Code of Conduct applies:
 - at meetings and any other gatherings and activities of EGWR or members representing EGWR
 - at sites where rescue and acceptance of wildlife for care are attended as an individual or group
 - any place where a logo of EGWR is displayed on items of clothing or equipment
 - where social media is used and connection with EGWR is written or verbally indicated.

ACKNOWLEDGEMENT OF COUNTRY

5. EGWR acknowledges the country of first nation people, wherever we are as members caring for or rescuing wildlife and afford sincere and deep respect for all first nation people.

PREAMBLE

6. This Code of Conduct is based on the best values of people, who care for and about Australian wildlife:
 - Commitment,
 - Compassion,
 - Empathy,
 - Respect,
 - Integrity,
 - Advocacy,
 - Courage.

7. This Code of Conduct supports and confirms the purpose, mission and values stated above and applies to all who are connected to East Gippsland Wildlife Rehabilitators Incorporated as members or temporary, casual and/or co-opted persons.

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8. EGWR is guided by its key values and takes this Code of Conduct very seriously.
 - This Code of Conduct covers minimum standards, therefore, it cannot cover every possible circumstance. Discussion with other members to discover how they also see the standards, in meetings, and private dialogue is encouraged,
 - promote EGWR standards of: Commitment, Compassion, Empathy, Respect, Integrity, Advocacy, Courage
 - encourage members to discuss frankly, points of the agenda of meetings
 - treat everyone with respect, fairness, compassion and empathy, regardless of sex, gender identity, age, race, ethnicity, language, religion, ability, sexual orientation, intersex status, or any other attribute status protected by law
 - never bully, harass or discriminate against other members, but fear not frank discussion
 - comply with EGWR code of bullying, harassment, discrimination, diversity, and inclusion, of social media policies.

MAKE AN EFFORT

- always be respectful in all aspects
- ensure people are aware of their rights, provided with and understand all relevant information and options available to them
- encourage members to speak thus empower members to make informed decisions at meetings.

BREACHES OF CODE OF CONDUCT

Breaches of Code of Conduct are serious and will be considered, examined and tested.

If a member is shown to be in breach of the Code of Conduct. The committee may ban them for a number of committee meetings which may rescind their membership as a committee member, and/or AGM's or at least disallow them to vote on issues at a number of meetings; to be decided upon by the committee.

If a breach of the code has been deemed to be injurious to East Gippsland Wildlife Rehabilitators Incorporated and thereby its members. The committee may remove that members membership and disallow them to apply again for a period decided by the committee.

If a committee member is in breach of the code of conduct, others of the committee may sit in judgement, and if so required. Co-opt a member into the committee to make up the numbers and the disciplinary actions will be decided by those committee and members.

If any of the above breaches should occur, and be judged as having been committed. Refund membership money will not be considered.