

BrightStars Code of Conduct

Commitment & Integrity

- share & promote the purpose & objectives of Down Syndrome Tasmania & its members
- acknowledge we sometimes make mistakes & accept responsibility for our actions
- treat each other with courtesy, sensitivity, tact, consideration & respect

Teamwork

- work together to create an organization that is inclusive, supportive & encouraging to all, promoting participation & cooperation
- recognise & acknowledge each other's skills, abilities & achievements
- share the load & provide encouragement
- acknowledge that we rely on each other & our combined efforts exceed the sum of our individual efforts

Safety

- take care of, respect & support each other
- promote healthy & safe activity practices
- foster an environment of well being, happiness, health & prosperity
- respect & utilise all equipment & venues
- report injuries, illnesses, accidents & near misses immediately to a DST committee member
- recognise that commonsense is fundamental to everybody's safety

Communication

- practice effective listening
- practice and respect our quiet signal – raising of arm
- value two-way communication
- respect constructive comment & feedback

Leadership & Discipline

- give clear directions & share leadership through delegation & empowerment
- lead in a responsible, patient & encouraging manner

Equity & Diversity

- treat all people as unique individuals & value their beliefs, opinions, knowledge & experiences irrespective of race, religion, colour, age, gender, or musical tastes

Volunteer and Staff Commitment to the Code of Conduct

All BrightStars volunteers and staff are expected to adhere to the BrightStars Code of Conduct. This section of the Code should be signed to acknowledge you are aware of the Code and are committed to the values it represents. If in doubt about behavior and expectations please feel free to discuss this with local group coordinator or directly with the DST Committee. If you are aware of breaches of the Code please refer to our Grievance Resolution Procedure and report this breach: in the first instance, if you're comfortable, to the local group coordinator; alternatively or if you don't feel your grievance has been adequately addressed you can report it to the DST Committee Grievances Officer to ensure a more formal process of complaints resolution is commenced.

Declaration

I acknowledge that I am aware of BrightStars Code of Conduct and commit to the values this upholds. I am aware that failure to adhere to the Code may lead to a grievance report and, where appropriate, disciplinary action through the grievance resolution process. I commit to reporting any instances where I believe the Code of Conduct has been breached and actively participating in any investigation of these incidents.

Name:

Date:

Signature: