



## CODE OF CONDUCT

### (Standing Resolutions Schedule B)

#### Preamble

Probus Clubs are dedicated to effectively and efficiently promoting the development of fun, friendship and fellowship and the advancement of intellectual interests for retirees in their local community.

#### Core Values and Principles

This Code of Conduct establishes the principles and expectations for the conduct and ethical behaviour of all members of the Probus Clubs of Queensland.

By adhering to this Code, we foster a positive, inclusive and respectful club environment that aligns with the core values and organisational objectives of Probus Queensland (PAQ) and Probus Australia (PSPL).

#### Scope and Applicability

This Code applies to all Probus Club members, regardless of their position. Visitors and guests attending Probus meetings or other events are expected to adhere to this Code while engaging with Probus Club members.

#### Integrity and Kindness

Members are expected to conduct themselves with integrity and kindness at all times. This includes, but is not limited to, truthfulness, honesty, reliability, empathy, understanding, politeness and good manners, thus facilitating good relations between members and a congenial and friendly atmosphere within the Club. The highest ethical standards are expected.

#### Respect and Inclusion

We value diversity and are committed to fostering an inclusive environment where all members feel valued and respected. Harassment, discrimination, or any form of bullying will not be tolerated.

Members are expected to avoid conflicts, and to always act in the best interests of building harmonious and friendly relationships within the Club.

#### Breaches of the Code of Conduct

When breaches are identified, the following steps may help to resolve the issues:

1. Stop and calm the behaviour.
2. Resolve informally where possible.
3. Should the behaviour continue, record relevant details.
4. Advise the Club's Management Committee for further confidential discussion and ideas for a peaceful resolution.
5. Engage PAQ Regional Liaison Officer for mediation.
6. Breaches of the Code of Conduct may result in exclusion from one or more events or activities of the Club, or termination of the offending member's Club membership.