

Members of Parliament (Staff) Act 1984

**BEHAVIOUR CODE FOR STAFF EMPLOYED
UNDER THE MEMBERS OF PARLIAMENT (STAFF) ACT 1984**

I, **DON FARRELL**, Special Minister of State, for and on behalf of the Prime Minister, determine under subsections 13(2) of the *Members of Parliament (Staff) Act 1984* (the MOP(S) Act) that any persons employed under the Act, must adhere to the Behaviour Code as set out in Appendix 1 of the Determination, with effect from 14 October 2024.

Dated this 9th day of October 2024



DON FARRELL

Special Minister of State

Appendix 1 - Behaviour Code for staff employed under the *Members of Parliament (Staff) Act 1984*

Purpose of MOP(S) Act Behaviour Code

- 1) All employees employed under the *Members of Parliament (Staff) Act 1984* (MOP(S) Act) have a shared responsibility to ensure that Commonwealth Parliamentary Workplaces meet the highest standards of integrity, dignity, safety and mutual respect.
- 2) All Australian laws must be upheld, including relevant workplace laws.
- 3) This code forms the expectations for behaviour in the course of MOP(S) employment while recognising the importance of a free exchange of ideas, which is an integral part of our democracy.

Code coverage

- 4) Every MOP(S) Act employee is required to understand and comply with this code and the Behaviour Standards for Commonwealth Parliamentary Workplaces. These codes and standards are enforceable and a breach of either could lead to sanctions being imposed.
- 5) Both the code and standards apply to all duties undertaken in the course of MOP(S) Act employment, including at social events, when travelling for work, and outside of normal business hours. This includes conduct engaged in by any means, including in person, or by electronic communication. Alcohol is no excuse for breach of this code or the standards.

Respect

- 6) MOP(S) Act employees must treat all those with whom they come into contact in the course of their MOP(S) Act duties and activities with dignity, courtesy, fairness and respect.
- 7) All MOP(S) Act employees have a role in fostering a healthy, respectful and inclusive environment where all people feel safe and valued.

Diversity

- 8) All MOP(S) Act employees have a role in fostering and respecting diversity in their workplace, to ensure everyone feels safe and welcome to contribute.
- 9) MOP(S) Act employees recognise the importance and value of diverse viewpoints, and that robust debate is conducted with respect for differing views, which are essential for a functioning democracy.

Prohibited behaviours

- 10) Bullying and harassment, sexual harassment and assault, discrimination in all its forms including on the grounds of race, age, sex, sexuality, gender identity, disability, or religion is unacceptable.

Independent Parliamentary Standards Commission (IPSC)

- 11) Anyone who believes this code has been breached is encouraged to raise their concerns about the breach.
- 12) Disclosures and complaints in relation to this code will be received confidentially and managed by the Independent Parliamentary Standards Commission (IPSC).
- 13) Advice and support regarding this code can be sought from the Parliamentary Workplace Support Service.
- 14) MOP(S) Act employees have obligations to the Independent Parliamentary Standards Commission, to:
 - (a) Cooperate with investigations and comply with sanctions imposed.
 - (b) Maintain the confidentiality of the complaint process, unless authorised by the IPSC (or otherwise required by law) to share or release information.

Complaints under this code

- 15) A vexatious complaint or a complaint made in bad faith may itself be a breach of this code and may be subject to sanctions.
- 16) Any attempt to intimidate or victimise a reporter/complainant or to lobby, influence or intimidate the IPSC (its office-holders, staff or contractors) will be treated as a serious and aggravated breach of this code.

Upholding the Code

- 17) MOP(S) Act employees must incorporate this code in their everyday workplace practice. This is done by:
 - (a) undertaking any training or professional development as recommended or deemed necessary.
 - (a) complying with all workplace policies as required by the Parliament.