



## CoAbility Staff Code of Conduct

At CoAbility, we believe in a community where everyone is treated fairly and will not be disadvantaged in any way. Our values of respect and integrity underpin everything we do.

Our code of conduct details the behaviour that is expected for all of our CoAbility staff, contractors and volunteers when providing supports and services to people with disability and their families.

### CoAbility members must:

- Be professional, ethical and courteous when providing supports and services
- Act with integrity, honesty and transparency, and without harassment
- Promote the empowerment of individuals to make their own choices and decisions
- Act with respect for individual rights to freedom of expression, self-determination and decision-making in accordance with relevant laws and interventions
- Respect culture, diversity, values and beliefs
- Ensure that individual privacy is protected
- Provide supports and services in a safe and competent manner with skill and care
- Promptly take steps to raise and act on concerns about matters that might impact on the quality and safety of our supports and services
- Foster a continuous improvement minds-set to improve services and maximise participant outcomes
- Take all reasonable steps to prevent and respond to all forms of violence, exploitation, neglect and abuse
- Take all reasonable steps to prevent and respond to sexual misconduct
- Avoid any conflict of interest (actual, potential or perceived)
- Use CoAbility resources in a proper manner for proper purpose
- Be truthful in all aspects and comply with all conduct requirements, laws and policies and procedures

