

Knowing your legal liabilities relating to your behaviour

Agricultural Societies Council of NSW Ltd

Committed to Workplace Harmony



Show Society Committee Members' Code of Conduct (Advisory Document)

The focus of Committee Members must be on producing a financially sustainable exhibition which provides stimulating community involvement, entertainment and competition in a well-managed, **safe** environment.

A Committee Member must always act honestly and in good faith, must strictly comply with the law, in letter and in spirit, and must never behave in a manner likely to bring discredit to the position or to the Show Society.

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A Committee Member must:

Always exercise strict decorum in dealing with other Committee Members, Show Officials, other voluntary workers and the general public.

Never make derogatory or inflammatory remarks.

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Understanding behaviours that could:

- be prejudicial to the interests of the association,
- bring the association into disrepute,
- be unlawful in the provision of services,
- spark a lawsuit

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Understanding key points in anti discrimination legislation – employment, provision of goods and services

Prohibited behaviours:

- Unlawful Discrimination
- Sexual Harassment
- Racial Harassment
- Disability Based Harassment
- Victimisation
- Vilification

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Damages Claims

A tort in common law jurisdictions is a civil wrong that causes a claimant to suffer loss or harm resulting in legal liability for the person who commits the tortious act.

Tort law, where the purpose of any action is to obtain a private civil remedy such as damages.

A person who has by negligence caused harm to another person has committed a tort. The injured party (the plaintiff) may sue for compensation or damages.

Examples of torts include: Defamation & Negligence

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FWC Anti-Bullying Provisions

Any worker who has reasonable belief they are being bullied can apply to FWC for a stop bullying order.

FWC will only review the application if there is a risk the bullying will continue.

FWC can require individuals to act in certain ways or face penalties

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Criminal Acts

Sexual or Physical Assault

Fraud

Theft

(Consider the impact of Intervention Orders)

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Inappropriate Behaviours

Belittling comments

Speaking over the top of others

Swearing

Threatening physical gestures

Sexually suggestive comments or gestures

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Achieving a Respectful Culture

THINK before you speak or act

T – Is it True?

H – Is it Helpful?

I – Is this based in Integrity?

N – Is it Necessary?

K - Is it Kind (Constructive)?

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Achieving a Respectful Culture

Know what are appropriate and inappropriate behaviours and lead by example

Have zero tolerance for inappropriate behaviour

Identify inappropriate behaviours and immediately take constructive steps for resolution

Be accountable for your actions and words

Be tolerant and respectful of others

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Mediation



Investigations



Training

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