

Code of Conduct for the NZSTI Council

Under the Health and Safety at Work Act 2015, the NZSTI council is responsible for protecting the physical, mental and emotional wellbeing of council members. For example, bullying is covered under this Act as it affects the mental well-being of members. The council has a legal responsibility to protect council members from inappropriate behaviour.

Inappropriate behaviour can range from minor behaviour that has no measurable impact on anyone to unacceptable behaviour that will affect everybody negatively, clearly breaches the organisation's agreed values and negatively impacts the outcomes of the meeting/meetings/organisation.

This Code of Conduct outlines the behavioural expectations placed on each NZSTI officer and council member.

As officers and members of the NZSTI council, we will:

1. Support ideas on their merit, regardless of where they originate
2. Engage respectfully, without personal attacks
3. Actively respect cultural and individual diversity and celebrate difference
4. Encourage new voices and cherish wisdom
5. Promote transparency and open, honest communication
6. Act with integrity
7. Be accountable to our membership
8. Show support and recognition for our volunteers
9. Foster compassion, solidarity, a sense of humour and mutual enjoyment in our work
10. Think long term and holistically

Other obligations:

As per the council decision on 6 July 2020, it is mandatory for all participants to have video on during council meetings. All discussions regarding agenda items must be held on Loomio and reports posted to Loomio one week before council meetings, whenever possible.

Loomio is the main tool for council discussions, information and committee work. All council members must regularly monitor their Loomio groups, engage in Loomio discussions and post relevant documents to Loomio.

Council members are expected to read all papers and documentation presented by committees, other council members, as well as external advisors, trainers and experts. They have a duty to attend council meetings and take part in votes during meetings and by email.

It is compulsory for each new and returning NZSTI officer and council member to agree to abide by the NZSTI Constitution, the council's Code of Conduct, the NZSTI Conflict of Interest Policy and other council policies on their nomination form, and reconfirm this commitment upon their election to council.

In case of repeated absences from council meetings or in case of a breach of the Code of Conduct, the officer or council member in question may have their position terminated as per paragraph 25.6 of the NZSTI Constitution.