

FSU MEMBER CODE OF CONDUCT

Endorsed by the FSU National Executive on 28 February 2024.

Distributed to members and available on the FSU website on 28 March 2024.





Statement

The Finance Sector Union of Australia (FSU) believes that all people who interact with the union - including members, employees, suppliers, volunteers, contract providers and partners – should do so in an environment that is safe and free from sexism, racism, homophobia or any form of vilification, harassment, discrimination, violence or abuse.

The FSU will not tolerate or condone words, behaviours or actions that undermine the dignity or self-esteem of any individual, or which create an intimidating, hostile, threatening or offensive environment.

FSU members acknowledge we are part of something bigger than ourselves.

FSU membership brings enormous opportunities to be part of a powerful, unified collective to improve the lives of finance workers and our communities.

This is balanced with each member's individual obligation to safeguard the integrity of our union.

As we undertake the work of our union, we do so in the spirit of our shared union values and trust that we are not alone in our commitment to them.

Our union must therefore reflect these shared values and operate in a manner that is transparent and accountable to other members.

Values

The structure of our union embodies our commitment to democracy, which we insist be supported by robust governance structures that ensure all people who interact with the union – including union officers, staff and members – conduct themselves in a manner consistent with our shared commitments and values.



SOLIDARITY

We stand with each other in our campaigns, acting as one towards our common goals of justice and fairness. Members across industries and across regions can say to each other: Your issue is my issue; and my issue is your issue. Knowing that we are united gives us the courage to act on the things we care about.



INTEGRITY

We do what we say we're going to do. We're honest and transparent and we listen to each other. We treat each other with empathy. When we disagree, we talk it through respectfully.



DIVERSITY

We have members from different cultures, nationalities, religions, languages, industries and age groups, and we're spread across Australia doing essential work. We make it our business to include all workers – casuals and labour hire workers alongside full-time workers; migrant workers alongside those born in Australia. We speak out against discrimination and harassment whether based on gender, sexuality, age, disability or race. In our union, we recognise and value our differences as our strength. There is a place for everyone, and everyone has a voice.



EMPOWERMENT

We support and encourage each other to step up as leaders and to be active. Member leadership is incredibly important to us. We have the confidence to take action on social, industrial and safety issues, and we're active beyond that in politics and in our communities. We don't sit on the fence. We act in the interests of members and of the union.

Why/Who

The FSU is the collective power and strength of its members. Members are the FSU. Our shared success and power are derived from members who act in accordance with our shared values. This success is diminished by members who do not.

This document sets out the behaviours FSU members might expect from one another to continue to advance the industrial and professional standing of our union.

The National Executive is empowered to develop the Member Code of Conduct by the FSU rules. As such, this Code has the endorsement of the National Executive and is enforceable under the Rules. A copy of the Code has been posted on the FSU website.

Conduct

All FSU members must:

- conduct themselves in a way that reflects and supports the values of the FSU (including professionalism, integrity, honesty, equality and respect) and does not cause harm to others or discriminate.
- conduct themselves in a manner that enhances, and does not diminish or undermine, the reputation and standing of the FSU and the FSU's work to advance members' collective interests.
- promote the inclusion of other members when conducting FSU activities and ensure that activities are free from all forms of harassment, discrimination and racism.
- be respectful of the right to opinion and the dignity of all.
- not give the impression they are publicly representing the views of the FSU when making public comments about any personal views, unless expressly authorised by the FSU to do so.
- maintain confidentiality of information disclosed under a condition of confidence.
- ensure that information provided to the FSU is accurate.
- value the FSU's resources and use them wisely.
- use any position or office of the FSU (e.g. workplace representative, financial member or officer) and the knowledge gained from a position or office, for the benefit of the FSU and its members, and not for personal gain.
- respect the rights, opinions and dignity of others regardless of their gender, sexuality, age, gender identity, religion, language, politics, national or ethnic origin or disability.
- not use or encourage the use of violence - we don't condone, nor will we tolerate this kind of behaviour.
- uphold the Member Code of Conduct and the Rules of the FSU at all times (including at meetings, events, functions and on social media) and work to advance the Objects of the FSU.

Consequence

A breach of the Code may result in a charge being made against a member under the Rules of the FSU. If a charge is made to the National President, he or she must notify the National Executive. The National Executive will determine a process to hear the charge, ensuring that any member is provided with natural justice.

The potential consequences of member misconduct are outlined in the Rules of the FSU. Such conduct may result in action being taken which results in loss of privilege or expulsion from the FSU.