

ANS Policies and Procedures

Code of Conduct

The ANS Council has approved adoption of a Code of Conduct for the Society, in line with similar Codes adopted by other national and international professional groups.

The ANS Code of Conduct describes the expected conduct for all ANS members, delegates, speakers, organisers, contractors, sponsors, suppliers, volunteers, and anyone else associated with, or attending ANS events, conferences, meetings, workshops and activities (**Activities**).

ANS is committed to fostering diversity, equity and inclusion, and is dedicated to providing a welcoming, safe, and enjoyable environment at all ANS associated Activities.

ANS expects people attending or associated with ANS Activities to:

- Adhere to the laws of the place in which the event is being held;
- Value diversity and treat everyone equally, fairly and with respect;
- Create a safe and inclusive environment for sharing ideas, research and learning;
- Interact with honesty, integrity, and accountability; and
- Comply with all policies and procedures of the event.

Inappropriate behaviour, including behaviour prohibited by law, will not be tolerated at any ANS Activities. This includes *harassment* (including inappropriate and/or unwanted physical contact) *discrimination* or *bullying* of any person, including but not only on the basis of: age; gender identity; marital status; sexuality; disability or impairment; physical features; nationality, race or ethnicity; pregnancy or parental status; caring responsibilities; religious belief; or social origin.

Incidents at ANS Activities that may have violated the Code of Conduct may be reported in confidence via an email address (report@ans.org.au) that is independent of ANS Leadership. This email is received only by the Director of the company that provides the ANS Secretariat. Subject to review for any potential conflict of interest, the Director of the ANS Secretariat will liaise with the ANS President to determine how to address each report.