



## **Code of Conduct**

(NSW Police Legacy (“NSWPL”) Legatees and Parents Network)

### **1. Scope**

This policy applies to NSWPL Legatees, NSWPL Parents Network members, dependents and guests.

#### **1. Purpose**

The purpose of this Code of Conduct is to ensure that:

- Those people eligible for the various levels of support and services are aware of and comply with the rules and policies of NSW Police Legacy.
- All events and functions attended by NSWPL Legatees, their dependents, NSWPL Parents Network and guests are conducted in a safe and enjoyable environment for all.

#### **2. Commencement**

This Code of Conduct shall apply to all support and services and at all functions or events conducted, facilitated or promoted by NSWPL.

#### **3. Agreement**

The NSW Police Legacy Code of Conduct is applicable to any NSWPL Legatees, Parents Network members, dependents or guests.

#### **4. Definitions and Interpretation**

In this Code of Conduct unless there is something in the subject or content inconsistent there with: -

- Support and services means all support, grants, services and activities conducted and provided by NSWPL for the benefit of NSWPL Legatees, Parents Network and/or their dependents and other guests.

- 'Function or Event' means any gathering of NSWPL Legatees, Parents Network and/or their dependents and other guests or arranged by or for NSWPL Legatees, Parents Network and/or their dependents and other guests.
- 'Board' means the Board of NSWPL.
- 'Board member' shall include any member of the Board of NSWPL.
- 'Staff member' means any employee or volunteer of NSWPL.
- 'Police Legatees' are the partners, spouses and dependent children of retired or serving NSW Police Officers who have died.
- 'Parents Network' members are the parents of retired or serving NSW Police Officers who have died.

## 5. **Code of Conduct**

On accepting support and/or services or an invitation to attend a function or event a NSWPL Legatee, Parents Network member, dependent, or guest agrees:

- 5.1 to respect the benefits afforded to NSWPL Legatees, Parents Network and their dependents; and
- 5.2 to maintain the highest standards of behaviour and etiquette at a function or event; and
- 5.3 to display the highest degree of courtesy to one another at any such gathering; and
- 5.4 to ensure the reputation of NSWPL is maintained; and
- 5.5 notify NSWPL of any change of personal circumstances that may alter your entitlement to support or services.

## 6. **Breaches of Code of Conduct**

A NSWPL Legatee, Parents Network member, dependent or guest commits a breach of the code of conduct if he/she;

- 6.1 Knowingly fails to comply with this Code of Conduct;
- 6.2 Is reported to behave in a manner inconsistent with the conduct required at any function or event;
- 6.3 Is affected by alcohol to such an extent that causes or brings undue detriment to NSWPL;

- 6.4 Engages in conduct that is likely to bring NSWPL into disrepute, or to diminish public and/or police confidence in NSWPL, the Board, or the host;
- 6.5 Fails to comply with a reasonable request made by a staff member, Board member or volunteer at such a function or event.

**7. Actionable Board Meeting**

On a complaint being made to a staff or a Board member of a breach of this Code of Conduct, the NSWPL complaints policy will be followed.

**8. Disciplinary Procedure**

All acts that may constitute a breach of this Code of Conduct that are referred to the Board shall be considered.

The Board may if it considers the complaint to be frivolous, vexatious, misconceived or lacking substance take no further action other than to minute the Board's decision about the reported breach.

Upon receiving a report the Board shall determine what if any sanctions are appropriate which may include but are not limited to the cancellation or suspension of support or services.