



Thank you for being a part of the First Light Widowed Association team. This is a wonderfully supportive group so it's important that you understand and acknowledge our expected standards of behaviour.

We've set this code of conduct so you know what you can expect from us and from others, and what we in turn, expect from you. This includes:

- be kind
- respect the Association and others
- help us create a safe environment of support and care
- be ethical and honest.

All our affairs must be conducted and be seen to be conducted in an ethical and honest matter. Our members must comply with all laws, licences, rules and regulations which apply to the conduct of our Association. To help you better understand how our expected standards of behaviour relate to Association activities see further details below.

### **Social media**

We'd love for you to support us on social media. If you don't like something we are doing or promoting please raise it with a member of the management committee rather than making commentary on social media. Our contact details are at the end of this document.

If you are posting inappropriate material (sexual, bullying or generally unpleasant) on our pages, we reserve the right to remove the material and your membership could be suspended or terminated.

Our social media platforms are set up to support others – please respect people's privacy.

### **No bullying or discrimination here**

Debate is healthy and we encourage you to bring your own point of view to the table. We will not support any of the following behaviours:

- bullying behaviour or comments
- sexually explicit content or comments
- discriminatory comments or behaviour (gender, sexual preference, racial, political or religious).

## **Inappropriate behaviour**

To help us create and maintain our community of support we require a safe environment. Therefore, we will not tolerate violence, threats towards members or sexually explicit comments.

Unwelcome sexual advances and/ or harassment either at our events or over our social platforms will result in suspension or termination of your membership.

From time-to-time we hold fundraising events to build our resources of support for the widowed community. We expect that people raising funds for, or on behalf of First Light Widowed Association will abide by our fundraising principles in an honest and ethical manner.

Any misappropriation of funds, stealing or fraudulent representation or activity will result in termination of your membership and these matters will be reported to the police and/ or other relevant bodies.

## **Privacy**

We respect the privacy of our members and the personal information they provide. We comply with privacy laws.

We understand that the nature of our sites means that people often share stories or emotions with us that they would not necessarily share elsewhere. Please respect this. We aim to provide a safe space for people to ask for assistance and share with others what they are feeling and learning through grief.

Please familiarise yourself with our privacy policy at [www.firstlight.org.au/first-light-privacy-policy-september-2020/](http://www.firstlight.org.au/first-light-privacy-policy-september-2020/)

## **Reporting breaches**

The First Light Management Committee request that if you believe there is an actual or suspected breach of our code of conduct that you contact us. All reports will be treated seriously and confidentially. Please email [mail@firstlight.org.au](mailto:mail@firstlight.org.au)

Thank you for taking the time to review our standards. We may update them from time to time and you will find the most recent version on our website.