



PO Box 247 Forrestfield WA 6058  
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**Codes of Conduct**  
**for**  
**Animal Liberation WA**

The document was last updated on 5/10/16 by the ALWA Board

[www.alwa.org.au](http://www.alwa.org.au)



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## **Preface**

This document outlines the code of conduct that must be adhered to by anyone when representing “ALWA”.

## **Definitions**

“ALWA”: Animal Liberation WA.

“You” and “Your”: Throughout this document the pronouns “you” and “your” will be used to refer to the “participants” representing ALWA (defined below).

“Participants” or “people” or “person”: ALWA board members, ALWA members and ALWA volunteers, and all participants/attendees in ALWA events.

“Others”: Anyone that is not yourself –including other participants– for example: the public, other members of ALWA, other volunteers of ALWA, ALWA board members, etc.

## **Codes of Conduct**

The codes of conduct are to be followed at all times and apply to anyone that represents ALWA. The codes of conduct are broken into five sections:

1. Accurate representation of ALWA,
2. Honesty,
3. Professionalism,



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4. Legal, and
5. Non-violence.

These codes apply both online at any social media that is officially connected to ALWA (Instagram, Twitter, YouTube, etc), and offline (any publicly organised meeting by ALWA, which includes silent demonstrations, outreach stalls, marches, protests, etc.).

### **Accurate Representation of ALWA**

You are responsible for accurately representing ALWA's position.

It is ALWA's position that:

1. Animals should have rights,
2. It is never acceptable to use or exploit animals, and
3. Veganism is an effective solution to many animal rights issues.

### **Honesty**

1. Ensure that your overall impression is not misleading.
2. Never lie or present misleading facts, data, or statistics for any reason.

### **Professionalism**

1. Identify yourself as representing ALWA as either: a volunteer or board member and not misrepresenting yourself.
2. Identify the relevant board members of ALWA to others when requested.
3. Do not knowingly or maliciously injure the reputation of ALWA.

### **Legal**

1. Always follow the reasonable instructions of police officers at all times, when applicable.
2. Never block fire hazards or safety exits etc.
3. Always follow the reasonable instructions of ALWA board members when representing



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ALWA.

## **Non-violence**

Non-violent conduct is a principled stance on behaviour and communication. Violent behaviour can lead to physical injury, damage, pain and hurt. “Violent” language can lead to emotional injury, damage, pain, and hurt. Non-violent conduct is more likely to lead to a genuine and sustained acceptance of ideas, while avoiding injury, damage, pain, and hurt.

1. Maintain a non-violent overall impression (including body language, physical and verbal actions),
2. Maintain a polite, calm, and compassionate attitude for others,
3. Never harass others (harassment is conduct that causes distress, anxiety, or agitation),
4. Never coerce others (coercion occurs when unacceptable pressure is put on others to commit to a line of action, e.g. sign up, donate, watch a video),
5. Never assault and do not touch others without seeking permission from them first,
6. Never provoke or retaliate to physical or verbal abuse,
7. Never damage property,
8. Never use abusive or offensive language,
9. Never persist to communicate (verbal or non-verbally) with others after they have indicated (whether verbally or non-verbally) that they no longer wish to communicate with you,
10. Never follow or block others as they remove themselves from your location,
11. If approached by a child seek their legal guardian, and;
12. Never take unfair advantage of others including, but not limited to, taking unfair advantage of: people with disabilities, elderly people, young children, people with a mental health issue, or non-English speaking or limited English speaking people.



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## **Complaint Management**

If complaints are ever received by the board of ALWA, the board will assess whether a breach in the codes of conduct have occurred. When complaints are judged to not be in breach of our code, no action will be taken by ALWA, and ALWA will reserve the right to defend and justify the conduct of the recipient of the complaint. When complaints are judged to be in breach of ALWA's Codes of Conduct, ALWA reserves the right to deal with them in the following ways.

### **Code 1**

- Description: Being pushy, dishonest or misleading.
- Action: Addressed by the board, either education offered in regards to adhering to the code of conduct or suspension from volunteering for a time determined by the ALWA board.

### **Code 2**

- Description: unconscionable conduct including both verbal and non-verbal harassment and damaging property which may lead to ALWA's reputation being tainted.
- Action: Addressed by the board, suspension from volunteering by a time determined by the ALWA board.

### **Code 3**

- Description: Fraud, theft, gross intimidation or harassment, illegal conduct
- Action: Immediate termination from volunteering with ALWA, possible legal action to follow.

### **ALWA reserves the right to:**

- Cancel memberships (without refund) of any ALWA member that breaches any of the codes of conduct,
- Refusal of people to volunteer with ALWA, and
- The right to take action immediately or retrospectively.