

Code of Conduct Policy

1. Purpose

This policy outlines the expected standards of behaviour for all related parties to ensure safe, respectful, and professional conduct across all Men's Health Trust NZ services and environments.

2. Scope

This policy applies to all related parties, including:

- Board and management
- Personnel and contractors
- Volunteers and service delivery partners

It also informs expectations for clients, participants, families, and visitors engaging with our services.

3. Policy Statement

Men's Health Trust NZ is committed to fostering a culture that is:

- Safe and inclusive
- Respectful and culturally grounded
- Professional and accountable

All related parties are expected to uphold these standards at all times.

4. Standards of Conduct

4.1 Respect and Integrity

- Treat all individuals with dignity, fairness, and respect
- Value cultural identity, diversity, and lived experience
- Act with honesty and integrity in all interactions

4.2 Professional Behaviour

- Maintain appropriate professional boundaries
- Act in the best interests of participants at all times
- Follow all organisational policies and procedures

4.3 Safety and Wellbeing

- Promote safe environments for all individuals
- Comply with Health & Safety and Child Protection Policies
- Take immediate action if there are concerns about safety or wellbeing

4.4 Communication

- Communicate respectfully and appropriately
- Avoid offensive, abusive, or discriminatory language or behaviour
- Use digital communication (including social media) responsibly

4.5 Confidentiality and Privacy

- Protect personal and sensitive information
- Only share information where authorised or required
- Comply with Privacy Act 2020 obligations

4.6 Conflict of Interest

- Declare any actual or perceived conflicts of interest
- Act transparently and in the best interests of the organisation

4.7 Use of Resources

- Use organisational resources responsibly and for intended purposes
- Avoid misuse of funds, equipment, or property

5. Expected Behaviour with Children and Young People

All related parties must:

- Uphold the highest standards of safeguarding
- Maintain appropriate boundaries at all times
- Never engage in behaviour that could harm or exploit a child or young person
- Follow all requirements outlined in the Child Protection Policy

6. Unacceptable Behaviour

The following behaviours are not tolerated:

- Bullying, harassment, or discrimination
- Abuse, neglect, or exploitation of any individual
- Breach of confidentiality
- Substance misuse impacting safety or performance
- Any unlawful behaviour

7. Reporting and Breaches

- Any concerns or breaches of this Code must be reported to a Supervisor, Manager, or the CEO
- All reports will be taken seriously and managed in line with organisational policies
- Appropriate action will be taken, which may include disciplinary procedures

8. Training and Awareness

- All related parties will receive Code of Conduct guidance at onboarding
- Ongoing refresher training will be provided as required

Policy Review Schedule

This policy will be reviewed annually, or more frequently if significant legislative or organisational changes occur, to ensure ongoing compliance and relevance. Below is the policy review schedule.

Version: 20-03-26 [The latest policy version is identified by the most recent review date]

Last Review Date: 20 March 2026. Reviewed by CEO

Board Approved Date: 23 March 2026

Next review date: By 31 March 2027, aligned with the Annual Plan cycle.

Any enquiries can be directed to:

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