

CODE OF CONDUCT Membership Policy

Our commitment under YUGAMBEH Lore / Law under the following Protocols:

- Principle of Traditional Governance Structure/ Protocol 4, Protocol 5
- Principle of Autonomous Regard / All Protocols 1 to 4
- Principle of Community Obligation / All Protocols 1 to 6
- Principle of Diplomacy, Conflict Management and Resolution / All Protocols 1 to 3

Yugambeh Region Aboriginal Corporation Alliance (YRACA) is committed to providing a caring, friendly and cultural safe environment for our staff, members and partners.

While on traditional country the following general activities and behaviour will not be accepted.

Violation of the Lore / Law:

- I. Any activities that threatens the safety of all **YRACA** staff, members, partners and guests on country.
- II. Any activity that threatens the well-being of flora and fauna on country.
- III. Any activities that disrupts our connected cultural family orientated environment.
- IV. Any activities inconsistent with Yugambeh lore/law Principle Protocols.
- V. Any activities that would disrupt the legitimate business operations and partnerships of **YRACA**.

Examples of specific activities that are prohibited include but not limited to:

- I. Intoxicated by alcohol and free of any illicit drugs when they are a part of any YRACA's gatherings or events.
- II. Disruptive profanity, vulgar or threatening language around **YRACA** staff, members, partners and guests.
- III. All forms of bullying including: verbal, physical, emotional, cyber, religious, sexual/sexist/ homophobic and cultural lateral violence.

Any violation of the code of conduct, Yugambeh Region Aboriginal Corporation Alliance staff or YRACA board has the right to suspend membership of any persons involved. The YRACA member will be required to address the YRACA board at the next board meeting to state their case regarding clarity of the violation incident and possible resolution, to be reinstated to the YRACA membership.