

Code of Conduct for Stormwater Victoria Events and Activities

April 2025

Introduction

The Code of Conduct for Stormwater Victoria Events and Activities (hereafter the Participant Code) prescribes the behaviour expected of all participants in Stormwater Victoria events and activities, including organisers, speakers, sponsors, volunteers, and attendees. The Participant Code is binding on all the aforementioned persons.

Purpose of the Participant Code

The purpose of the Participant Code is to maintain and enhance standards throughout the Stormwater Victoria community, ensuring public confidence in the integrity of individuals and organisations comprising the Stormwater Victoria community and in the quality and effectiveness of Stormwater Victoria's programs, and provide a safe, inclusive and respectful environment for all participants. Given the broad and diverse nature of participants in Stormwater Victoria events and activities, this Code prescribes standards of required behaviour rather than detailed policies and procedures.

Expected behaviours

At all times during their participation in Stormwater Victoria events and activities, whether in-person or online, all persons should:

1. Treat everyone with respect, professionalism and courtesy;
2. Behave honestly, transparently, and with integrity;
3. Be open and constructive when engaging in dialogue, while being mindful of the diverse backgrounds and perspectives of others;
4. Objectively consider all relevant facts and others' viewpoints and perspectives, even if they differ from their own;
5. Treat everyone fairly and objectively and ensure freedom from discrimination, intimidation, harassment or offensive behaviour;
6. Respect the privacy and personal space of others; and
7. Accept responsibility for their decisions and actions.

Reporting Unacceptable Behaviour

If you experience or witness any breach of this Code or have other concerns, please contact the President of Stormwater Victoria or another member of the Stormwater Victoria Executive Committee.

You may bring a person to support you when making a report, and Stormwater Victoria will ensure your report is confidential. You will not be asked to confront the person in question and Stormwater Victoria will not share your personal details.



When reporting an incident, Stormwater Victoria will gather information including:

- Identifying the person conducting the alleged breach of the Participant Code
- Details of the behaviour alleged in breach of the Participant Code
- The approximate time(s) of the incident(s)
- The circumstances surrounding the incident(s)
- Other people involved in the incident(s)

Breach of this Code

Persons asked by Stormwater Victoria to cease any breach of the Participant Code are expected to comply immediately.

Persons who breach this Code may face consequences, including but not limited to warnings, expulsion from Stormwater Victoria events and activities without refund, restriction from attending future Stormwater Victoria events and activities, and suspension or expulsion from Stormwater Victoria. Serious violations may result in immediate expulsion from Stormwater Victoria events and activities and may be reported to appropriate authorities for further action. Stormwater Victoria reserves the right to exclude from its event and activities any person whose conduct they believe is in opposition to its goals and functions.

Retaliation against individuals who report breaches or cooperate in the investigation of such incidents is strictly prohibited and will be treated as a separate breach of this Code.