

Tasmanian Family and Sexual Violence Alliance

Code of Conduct

Our Shared Purpose

The Alliance exists to transform the culture and systems that hold gender inequity and violence in place.

We provide a coordinated, strategic response to family violence, sexual violence and child sexual abuse in *lutruwita / Tasmania*.

We achieve this purpose by:

- Building capability across specialist and mainstream workforces and industries to prevent and respond to violence through:
 - Providing leadership on specialist practice across the four interconnected domains of primary prevention, early intervention, response, healing and recovery;
 - Embedding the expertise of lived experience, research and specialist practice wisdom into policy, services and decision-making; and
 - Streamlining engagement between government and the family and sexual violence services sector.
- Acting as a public benevolent institution to relieve the suffering of people experiencing, recovering from, or at risk of family and sexual violence; and
- Providing cultural, social and community leadership to address the underlying drivers of gender-based and sexual violence.

This Code of Conduct reflects our shared commitment to this purpose.

By upholding these standards, members contribute to a strong, united Alliance that leads with integrity, compassion and courage.

Member Responsibility and Accountability

Each member represents the values and integrity of the Alliance. Members agree to:

- Act consistently with this Code of Conduct in all interactions and contributions.
- Take responsibility for their words and actions.
- Raise any concerns respectfully and contribute to resolving conflicts constructively.

Failure to adhere to this Code may result in review of membership status or other action in line with the Alliance's governance processes.

Our Code of Conduct

1. Inclusion, Power and Privilege

As members, we recognise that power and privilege exist in all spaces. We commit to:

- Being inclusive, respectful and conscious of how our own identities and experiences shape our perspectives and influence others.
- Working from an intersectional feminist approach, whereby centering the voices of people who face overlapping and compounding forms of oppression.
- Recognising the generational impact of long histories of violence and systemic discrimination.
- Creating and contributing to environments where all people feel valued, respected and heard.

2. Accountability to People Affected by Violence

We understand that our work and advocacy must be accountable to children, young people, adults and animals affected by violence. We commit to:

- Listening to and learning from the voices and experiences of children and young people victim-survivors.
- Acting in ways that respect their rights, dignity, safety and agency.
- Ensuring that we contribute positively to children and young people's wellbeing.

3. Respectful Engagement and Open Dialogue

We acknowledge that open, honest and respectful communication strengthens our collective work. We will:

- Listen actively and engage respectfully and constructively, even when perspectives differ.
- Value and honour the expertise of others - including lived, cultural and practice experience.
- Avoid behaviours that undermine, disrespect or exclude others.

4. Commitment to Aboriginal and Torres Strait Islander Self-Determination

We recognise the sovereignty of Aboriginal and Torres Strait Islander peoples. We commit to:

- Supporting and respecting Aboriginal community-led solutions and leadership.
- Aligning our actions with the principles of decolonisation as outlined in the UN Declaration on the Rights of Indigenous Peoples.
- Listening deeply to the Tasmanian Aboriginal community to ensure that the voices, needs and aspirations of Tasmanian Aboriginal people are central to our work.

5. Trauma-Informed Practice

We understand that many people have lived through trauma. We commit to:

- Interacting in ways that promote safety, trust, choice, collaboration and empowerment.
- Being mindful of our language, tone and behaviour, and preventing re-traumatisation.
- Supporting spaces that promote healing and respect the experiences of others.

6. Intersectional Gender Equity

We acknowledge that gender inequality intersects with many other forms of discrimination. We commit to:

- Challenging sexism, racism, colonisation, ableism, homophobia, transphobia, classism and all other forms of exclusion.
- Promoting equity and inclusion in every space we participate in.
- Reflecting on how our own bias, assumptions or behaviours may reinforce inequities - and working to change them.

7. Equality, Rights and Child Safety

We believe that everyone has the right to safety, respect and equality. We commit to:

- Treating all people fairly and without discrimination.
- Upholding the rights of children and young people as outlined in the UN Convention on the Rights of the Child.
- Taking all concerns about child safety seriously and acting in accordance with child-safe principles.

8. Evidence-Informed and Outcomes-based

We ensure our work is informed by evidence of what drives violence. We commit to:

- Grounding our views and contributions in evidence, practice knowledge and the lived experience of victim-survivors.
- Sharing knowledge that supports collective understanding. Focusing our efforts on improved outcomes for victim survivors and prevention of family and sexual violence.

9. Strengths-Based Approach

We focus on strengths and potential - in ourselves and others. We commit to:

- Recognising and celebrating the skills, knowledge and contributions of all members.
- Encouraging learning, growth and collaboration rather than judgement or competition. Building on what is working well at an individual, community, service and systems level.

10. Safety and Wellbeing of Survivors (Including Pets)

We understand that safety and wellbeing are central to all our work. We commit to:

- Prioritising the physical and emotional safety of survivors, including children, young people and adults.
- Acknowledging the important role of companion animals in healing and recovery and advocating for their protection and care.

11. Accountability for Violence and Systemic Harm

We believe that responsibility for violence rests with those who use it - and with systems that enable it. We commit to:

- Speaking out against attitudes and behaviours that excuse or minimise violence.
- Supporting efforts to hold individuals and institutions accountable for harm.
- Advocating for systemic change that prevents and redresses violence.

12. Commitment to Social and Systems Change

We recognise that ending violence requires cultural and structural transformation. We commit to:

- Promoting respect, equality and inclusion in our workplaces, communities and networks.
- Using our voice and influence to challenge social norms and systems that sustain inequality and violence.