

VCOSS is the peak body for Victoria's social and community sector. We work for a Victoria free from poverty, with genuine wellbeing for all.

As a charitable and social services organisation, VCOSS strives to demonstrate the highest legal, ethical and personal standards. Our members, employees, volunteers, funders and stakeholders support our work because they trust us to carry out our purposes and uphold rigorous standards of conduct.

Our reputation for integrity and excellence requires not only compliance with the law, but also a regard for the highest standards of conduct and personal integrity.

The VCOSS Board has adopted this policy to set out a code of conduct which will apply to each director.

## Code of conduct

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Each director will:

- (a) support and promote the objects and work of VCOSS
- (b) act honestly and ethically
- (c) offer the passion and time required to make a genuine and active contribution to VCOSS
- (d) use common sense and good judgement in decision-making
- (e) raise concerns they have about possible misconduct by any director or VCOSS staff member, including a breach of this code of conduct, with the President or Deputy President
- (f) adhere to all VCOSS policies, particularly the Board charter and conflict of interest policy
- (g) maintain Board confidentiality
- (h) be mindful of their role as a director of VCOSS in public forums
- (i) participate in setting a Board and organisational culture which fosters inclusion, open communication, creativity, dedication and compassion
- (j) participate in Board discussions by
  - (1) listening openly
  - (2) asking questions curiously
  - (3) discussing constructively and respectfully
  - (4) considering and respecting the views of others, and
  - (5) acting courageously to persist in asking or challenging management and other directors, where necessary.