

Code of Conduct

Trust Alliance New Zealand Inc.

1. Purpose

TANZ believes its community should be truly open for everyone. As such, it is committed to providing a friendly, safe and welcoming environment for all. This code of conduct outlines our expectations for participant behaviour as well as the consequences for unacceptable behaviour at all TANZ hosted workstreams, meetings or events - physical or virtual/online. We invite all speakers, attendees and other participants to help us realise a safe and positive event experience for everyone.

2. Our Values and ethical guidelines

General:

- maintaining privacy, respecting the law and the digital rights of those participants, who require it
- advocating for, implementing and promoting awareness of policies, measures and activities which will support or advance the Objectives set out in or adopted pursuant to the constitution
- acknowledging the principles of the Treaty of Waitangi and the bicultural foundations of Aotearoa New Zealand; and
- supporting the four pillars of sustainability: economic, social, human and environmental;

FAIR

- treat everyone fairly and with respect
- be professional and responsive
- work towards the purposes and the objectives of the organisation
- strive to make a difference to the great good for New Zealand's food and fibre sector

TRUSTWORTHY

- be honest
- work to the best interest of the organisation and with the best abilities
- ensure our actions are not affected by our personal interests or relationships
- declare a potential conflict of interest
- never misuse our position for personal gain
- avoid any activities, work or non-work, that may harm the reputation of the organisation



INNOVATIVE / OPEN-MINDED

- Encourage different opinions
- Establish a creative environment
- Create an open-minded atmosphere
- Inspire big picture view

RESPONSIBLE

- act lawfully and objectively
- use our organisation's resources carefully and only for intended purposes
- treat information with care and use it only for proper purposes – work to improve the performance and efficiency of our organisation.

3. Expected Behaviour:

- Be considerate, respectful, and collaborative.
- Refrain from demeaning, discriminatory or harassing behaviour and speech.
- Be mindful of your fellow participants. Alert event organisers if you notice a dangerous situation or someone in distress.
- Participate in an authentic and active way. In doing so, you help to progress TANZ's mission and make it your own.

4. Unacceptable Behaviour

Unacceptable behaviours include: intimidating, harassing, abusive, discriminatory, posting of off-topic questions, comments and links spoken or written in online chat, derogatory or demeaning conduct by any attendee or attendees at any TANZ meetings or event.

Harassment includes: offensive verbal comments related to gender, sexual orientation, race, religion, disability; job title or organisational role, deliberate intimidation, stalking or following; harassing photography or recording; sustained disruption of discussion, talks or other events; inappropriate contact, and unwelcome sexual attention.

5. Consequences Of Unacceptable Behaviour

Anyone asked to stop unacceptable behaviour is expected to comply immediately. If a participant engages in unacceptable behaviour, the event organisers may take any action they deem appropriate, up to and including expulsion from the event without warning or refund.

6. What To Do If You Witness Or Are Subject To Unacceptable Behaviour

If you are subject to unacceptable behaviour, notice that someone else is being subject to unacceptable behaviour, or have any other concerns, please notify an event organiser as soon as possible.

7. Scope

TANZ expects all event participants (sponsors, volunteers, speakers, attendees, and other guests) to abide by this code of conduct at all meetings and events.

8. Contact Information

In online events, send a private message to the event organiser hosting the session. In physical events email info@trustalliance.co.nz or the email address of an executive with a trustalliance.co.nz email domain, or any other contact method provided to attendees at the event.

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