



ASA Member Code of Conduct

Australasian Sonographers Association | May 2021

Contents

1. Purpose	1-3
2. Responsibilities and expectations.....	2-3
3. Unacceptable conduct	3-4
4. Other requirements	4-5
5. Upholding this Code	5-5

1. Purpose

- (a) As a member of the Australasian Sonographers Association Limited (**ASA**), you are expected to behave in a manner that upholds ASA's values at all times.
- (b) The purpose of this Member Code of Conduct (Code) is to:
 - (i) provide guidance on the standards of behaviour and conduct expected of ASA members to ensure that the values, good reputation, positive behaviours and attitudes of ASA are maintained and enhanced; and
 - (ii) ensure that all ASA members are aware of the standards of behaviour expected of them.
- (c) This Code is incorporated into the ASA's Membership Terms and Conditions under clause 2.4, and a breach of the Code may result in termination of your membership in accordance with clause 15.1 of the Constitution.
- (d) For the duration of your membership of ASA, you must at all times comply with the Code:
 - (i) in relation to any dealings you have with ASA or its staff, contractors and representatives (ASA Representatives);
 - (ii) wherever there is a recognised ASA connection, including events, conferences and on social media;
 - (iii) if you are attending, or travelling to or from, an event conducted by ASA;
 - (iv) when dealing with other ASA members in your capacity as an ASA member; and
 - (v) in relation to your ASA membership in general.

2. Responsibilities and expectations

As an ASA member, you must:

- (a) comply with and encourage compliance with all ASA by-laws and directions of ASA Representatives;
- (b) treat all ASA Representatives, ASA members and other stakeholders with courtesy, respect and proper regard for their rights and obligations;
- (c) be ethical, considerate, fair and honest in all dealings with other people related to ASA;
- (d) not engage in any form of abuse, harassment, victimisation or discrimination, or any conduct that might reasonably be regarded as abuse, harassment, victimisation or discrimination towards ASA Representatives or members;
- (e) not engage in, or encourage, any conduct that is unbecoming of you or ASA, or brings you, or ASA into disrepute, or is otherwise harmful to the interests of ASA in any way;
- (f) act with care and diligence to safeguard the health and safety of yourself, ASA Representatives and other ASA members, and ensure your decisions and actions contribute to a safe environment;

- (g) be accountable for your own behaviour and actions;
- (h) comply with all reasonable directions of, and accept all decisions of, ASA Representatives;
- (i) not display or transmit, or cause to be displayed or transmitted, offensive or inappropriate material or messages;
- (j) engage in behaviour that negatively affects the experience, safety or wellbeing of ASA Representatives, other ASA members, or other patrons, including behaviour that is or constitutes:
 - (iii) offensive or discriminatory;
 - (iv) bullying or harassing;
 - (v) sexist, racist, homophobic or transphobic;
 - (vi) intimidating, threatening or aggressive;
 - (vii) drunk and disorderly;
 - (viii) unwelcome or uninvited physical contact;
 - (ix) sexual harassment;
 - (x) continued or unreasonable disruption of ASA Representatives performing their duties; and
 - (xi) unlawful or unsafe.

3. Unacceptable conduct

In addition to conduct that breaches one or more of the above requirements, and without limiting what constitutes a breach of the Code, it will be a breach of the Code if you:

- (a) undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an ASA event is taking place;
- (b) behave in a manner that is regarded as physical, emotional, racial, religious or sexual harassment towards ASA Representatives or ASA members;
- (c) behave in a manner that is regarded as public or domestic violence;
- (d) make comments towards ASA Representatives, whether in person or by email, text, social media, or other means that are (or could reasonably be interpreted as being) threatening, discriminatory, racist, homophobic, sexist, bullying, harassing or vilifying;
- (e) behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an ASA event is taking place;
- (f) bully or intimidate ASA Representatives or ASA members;

- (g) publish, or encourage the publication of, offensive, hateful or distressing material on social media (such as tweeting or re-tweeting an indecent or offensive comment) in relation to or towards ASA Representatives or ASA members; or
- (h) are drunk, or in the possession or under the influence of an illegal or illicit drug, at, in or around a venue at which an ASA event is taking place.

4. Other requirements

ASA Members are reminded of their obligations under ASA's Constitution, By-Laws and Membership Terms and Conditions in addition to those under this Code.

5. Upholding this Code

- (a) You acknowledge and agree that a breach of this Code constitutes a breach of the by-Laws, and may result in ASA taking action against you, including but not limited to terminating your membership in accordance with the ASA Constitution.
- (b) You acknowledge that nothing in this Code prevents the ASA board from enforcing any other by-laws, policies, rules, regulations or other requirements or referring any alleged criminal conduct to a relevant law enforcement agency.