

## **CODE OF CONDUCT** **NOV 2022**

### **BULLYING AND HARRASSMENT**

- Members within the SANAR organisation should note that violence, aggression and bullying is not tolerated by another person or group of people. It has a great impact on the organisation and with the people involved due to their health and safety.
- It includes behaviour that intimidates, offends, degrades, threatens, or humiliates.
- Sexual harassment is unacceptable.  
**Refer to the Bullying and Harassment Policy.**

### **CONFIDENTIALITY**

- It is a requirement for members to keep information confidential within the SANAR organisation.
- Members can only access confidential information when required and approved by the Committee.
- Confidential information from SANAR is not to be used for any unofficial purposes.
- Members cannot release confidential information unless approved or advised by the Committee.  
**Refer to the Confidentiality Policy**

### **CONFLICT ON INTEREST**

- A conflict of interest occurs when an individual's personal interests – family, friendships, financial or social factors could compromise his or her judgement and decision for the charity organisation of which they are a member of.
- Conflict of Interest can be managed effectively if the member talks directly to the person and they are open and honest, otherwise it will have to be dealt with the committee.
- Members of SANAR have a responsibility to work in the best interests of the organisation and avoid situations and actions that may create the appearance of conflicting with another wildlife group or members within the SANAR organisation.

### **DISCIPLINARY ACTION AND DISPUTES**

If any member or volunteer neglects or to comply with;

- The Association's Constitution contents and its objectives
- The Association's Code of Conduct
- The Association's Code of Ethics
- The Association's Policies and Procedures
- The member acts detrimentally to the interests to the Association  
**Refer to Part 4 - Disciplinary Actions and Disputes in the Constitution**

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**(08) 7170 3924**

**@SANAR.Rescue**

**www.sanativeanimalrescue.org.au**



## **DISCRIMINATION**

- Discrimination happens when a person, or a group of people, is treated less favourably than another person or group because of their background or certain personal characteristics.
- Age.
- Disability.
- Race, including colour, national or ethnic origin or immigration status.
- Sexual orientation or gender identity.  
Refer to Bullying and Harassment Policy

## **DRUG AND ALCOHOL**

- Under the Work, Health, Safety and Welfare Act 2012 all members have a responsibility under the Act to ensure that they take reasonable care to protect their own health and safety and other members within the SANAR organisation not to be affected by drugs or alcohol that impact on their own or another person's safety or work performance.
- Members must not attend any rescue if they are impaired by alcohol or drugs.
- SANAR will not accept any liability or responsibility for any fines a rescuer or carer gets when they have driven over the legal drink limit (or any other fines, such as speeding etc).

## **MEMBERS SUPPORT AND WELLBEING**

Wildlife Counselling Service – Information received at the Australian Wildlife Conference 2022

- Wildtalk 1300 945 382 - [info@wildtalk.org.au](mailto:info@wildtalk.org.au)
- Two Green Threads - [www.twogreenthreads.org](http://www.twogreenthreads.org)
- Beyond Blue – [www.beyondblue.org.au](http://www.beyondblue.org.au)
- Smiling Minds – [www.smilingmind.com.au](http://www.smilingmind.com.au)
- Headspace – [www.headspace.com](http://www.headspace.com)

## **PERSONAL GIFTS AND BENEFITS**

All money and gifts received from members of public or business's for SANAR's organisation must be deposited into SANAR's bank account or the gift to be given to SANAR. Receipts are to be issued in the name of S.A. Native Animal Rescue Inc Gift Fund.

Refer to the Constitution Part 2

## **STANDARDS OF WORK ETHICS**

- Members of SANAR should be courteous, respectful, just and non-discriminatory when dealing with all people whether it be to other wildlife organisations, vets and/or the members of the public.
- Members should ensure that personal interests, including financial interests, do not influence or interfere with the performance of their role.
- All members are to comply with all SANAR's policies and procedures in a lawful and reasonable direction.
- Members are to deal with information received in their capacity as a rescuer/carers in a responsible manner.
- Members are to take all reasonable steps to ensure that the information received is factually correct and that all relevant information has been obtained.
- Members are to ensure that relationships with external parties do not amount to interference by improper influence, affecting judgement, decisions and/or actions.
- Members should comply with all lawful and reasonable directions given by a person with authority to give such.
- Members are only to make public comment in relation to their duties when specifically authorised to do so and restrict such comment to factual information and professional advice.

- Members are not to make any public criticism, including through social media, of a personal nature against members or the committee of SANAR.
- Members are to take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons, as required by the Work, Health and Safety Act 2012.
- Members need to be aware that having too many animals in their care can have a detrimental effect to one's health (burnout) and the animals in their care. It is the responsibility of the carer that the wildlife is cared for appropriately according to DEW's wildlife guidelines. They need the appropriate husbandry and correct food sources to feed the wildlife adequately.
- Members are to have the appropriate safety equipment, knowledge and training for rescuing and caring for wildlife.
- All members are to act honestly in every aspect of their work and to be open and transparent when making decisions.
- SANAR requires all members to maintain a neat and tidy attire to represent the organisation.

Complaints about the behaviour of any SANAR member that is alleged to have breached this code should be brought to the attention of the committee. The complaint will be investigated and resolved according to the Disciplinary Action and Disputes in the Constitution.

**Refer to the Constitution Part 4**

### **KANGAROOS**

The cost of desexing non-releasable male kangaroos is the responsibility of the carer. Note: some vets may perform this procedure for free. The cost of desexing at the AKAWC is not free it's \$100. DEW does not allow the release of kangaroos back to the wild, therefore all male kangaroos must be desexed at about 7-8 kgs. Area Educational Supervisor will help the carer find a suitable forever home for the Kangaroo in question.

### **KEEPING NATIVE ANIMALS AS PETS**

SANAR disagrees with the concept of keeping wildlife as pets. If a bird, animal or reptile is healthy and not imprinted, it does not deserve to be kept in captivity for the rest of its life. No matter how long they survive in the wild they are free to live the life they were born to do. Wildlife at a certain age do not make suitable pets. Many types of wildlife, especially marsupials, are nocturnal and even the animals that have been desexed cannot be trusted as they frequently revert back to their natural instincts and may attack their owners. When the novelty of keeping a native animal wears off, some people will abandon these animals in unsuitable areas where they have little chance of survival and will create problems with the eco-system in that area. The best place for native animals is in the bush where they can live in their natural environment. Native mammals have special needs and do not thrive in confined domestic environments.

When the animal that you have in care is imprinted or unrealisable or not well enough (e.g. a bird that can't fly) it will not survive in the wild. Therefore, in these circumstances they will be either going to their forever home or a decision may need to be made that the animal is to be euthanased. The person who takes the animal in care may need to have a permit if the animal is on the Specialist Animals list. You can find the information on the DEW website or contact your Area Educational Supervisor.

**Policy Approved at the Committee Meeting held on the 10th of January, 2024**