



CODE OF CONDUCT

MEMBERS & REPRESENTATIVES

AuDHD Council of Australia Ltd

Effective date 19 February 2026

81-83 Campbell St, Surry Hills, NSW 2204

ACN: 695 087 739

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1. Purpose

This Code of Conduct sets out the standards of behaviour expected of all members and representatives of the AuDHD Council of Australia.

It supports lawful, ethical, and respectful participation in the organisation and protects the integrity, reputation, and proper functioning of the Council as a Company Limited by Guarantee.

2. Scope

This Code of Conduct applies to all members of the AuDHD Council of Australia, including Voting and non-Voting members, and all representatives of the organisation.

3. Ethical principles

This statement of ethical principles sets out the fundamental standards of conduct expected of all persons included in the scope of the Code of Conduct.

It underpins ethical, respectful, and accountable participation in the Council's activities and reflects the Council's role as a national body representing and advocating for AuDHD individuals, families, and communities.

These principles apply to all contexts in which members engage with the Council, including advocacy, consultation, events, committees, communications, and public or online forums. They recognise the diverse lived experiences of AuDHD people and the responsibilities members hold locally, nationally, and, where relevant, internationally.

The ethical principles below are listed in alphabetical order and are of equal importance. Where two or more principles come into conflict, members should give precedence to the principle that best serves the wellbeing, safety, and dignity of the AuDHD community within the scope of lawful and authorised engagement with the Council. The public interest includes, but is not limited to, maintaining high standards of conduct, safeguarding trust, and promoting inclusive and ethical advocacy.

3.1 Accountability and safety

Members must:

- treat others with dignity, care, and consideration
- support a safe environment for neurodivergent individuals, carers, staff, volunteers, and the broader community
- respect the rights, interests, and lived experience of others
- give due consideration to social, cultural, and environmental impacts arising from their actions
- not engage in bullying, harassment, intimidation, vilification, abuse, or behaviour that undermines another person's wellbeing, autonomy, privacy, or personal safety.

3.2 Confidentiality and privacy

Members must:

- not disclose confidential, sensitive, or personal information without proper authority unless disclosure is required by law
- comply with applicable privacy laws and organisational privacy policies

3.3 Conflicts of interest

Members must:

- declare any actual, potential, or perceived conflicts of interest that relate to the organisation's activity in a timely manner
- refrain from participating in decisions or activities where a conflict exists and cannot be appropriately managed, unless otherwise permitted under the Constitution, or by the Board
- avoid using information obtained through membership for personal or third-party gain

3.4 Diversity and inclusion

Without limiting clause 4, members must also:

- actively support an inclusive, accessible, and respectful environment that values neurodiversity, intersectionality, and differing identities, abilities, cultures, and perspectives.

Discrimination, exclusion, or marginalisation is not acceptable and may result in a breach of this Code of Conduct.

3.5 Ethical behaviour and integrity

Members must:

- act with honesty, fairness, and good faith
- act responsibly and without deliberate misrepresentation when making statements, representations, and advocacy relating to the Council
- not engage in misleading, deceptive, or dishonest conduct in connection with the Council
- not use their membership to improperly influence decisions, gain personal advantage, or cause detriment to others
- not represent personal views as those of the organisation without proper authority

3.6 Financial responsibilities

Members must:

- act honestly and responsibly in all financial dealings connected with the Council
- act prudently when participating in activities that may have financial implications for the organisation
- not misuse or improperly access organisational funds or assets
- not engage in conduct that could compromise the financial integrity of, or public confidence in, the organisation

3.7 Legal and regulatory compliance

Members must:

- comply with the organisation's Constitution, policies, and resolutions of the Board and members
- not engage in conduct that could expose the organisation to legal, financial, or reputational risk

3.8 Reflection and learning

Consistent with clauses 4, 8, and 12, members must:

- reflect on their conduct and remain open to learning, feedback, and evolving best practice, particularly in relation to neurodiversity, inclusion, ethics, and community-led advocacy

3.9 Transparency

Members must:

- engage openly and honestly in their dealings with the Council
- providing information or input clearly, respectfully, and without manipulation, recognising the importance of trust and clarity in advocacy and governance.

3.10 Trust and reputation

Members must:

- act in a manner that upholds and enhances public confidence in the AuDHD Council of Australia
- acknowledge that their conduct reflects on the Council and the broader AuDHD community and must not bring the organisation into disrepute.

3.11 Use of name, reputation, and resources

Members must:

- not misuse the name, logo, reputation, or resources of the AuDHD Council of Australia
- only use organisational materials, branding, or communication channels with appropriate permission
- not make public statements on behalf of the organisation unless authorised
- not reproduce, paraphrase, or summarise any work, words, ideas, or intellectual property of the AuDHD Council Australia which creates the impression that it is their own

4. Complaints against members

Members must not engage in conduct that reflects adversely on the integrity of other members. Without limitation, members must not:

- maliciously or carelessly do anything that injures, directly or indirectly, the reputation, prospects, or professional standing of another member

- make allegations of improper conduct against another member without a reasonable basis or supporting information; or
- pursue allegations of improper conduct other than in accordance with the AuDHD Council of Australia Complaints Policy.

A member will not be taken to have breached this Code of Conduct, including obligations relating to reputation or relationships with other members, where:

- the complaint or concern is raised honestly and without malice
- the member reasonably believes the information to be true at the time it is reported, and
- the complaint is raised through the appropriate channels set out in the Complaints Policy or as required by law.

Malicious, vexatious, or knowingly false allegations remain a breach of this Code of Conduct.

Nothing in this Code of Conduct is intended to prevent, discourage, or penalise a member from raising a complaint, concern, or allegation in good faith and in accordance with the AuDHD Council of Australia Complaints Policy or Whistleblower Policy.

This clause does not limit any rights or protections available under applicable whistleblower laws.

5. Breaches of the Code of Conduct

Members must be aware, and action accordingly:

- Suspected breaches of this Code of Conduct may be reported to the Board or a delegated committee
- Alleged breaches will be handled fairly, confidentially and in accordance with the AuDHD Council of Australia's Complaints Policy
- The Board may take disciplinary action consistent with its Constitution, including warnings, suspension, or termination of membership

6. Review

This Code of Conduct will be reviewed every two years at a minimum, or as a consequence of any legislative or regulatory instruments which would require a change to the Code to ensure compliance.