

# VALUES & BEHAVIOURS CHARTER

**We stand for equality, justice, freedom and human dignity and uphold these values and behaviours**

## EMPOWERMENT

### We Build People Power

- Treat everyone with compassion, respect, courtesy, without discrimination and in accordance with Amnesty International Australia's Code of Conduct;
- Respect the time, energy and commitment of our volunteers, activists and employees who are the driving force of our movement;
- Collaborate across our organisation and partner with others who are aligned with our values and our vision for maximum human rights impact;
- Recognise that Amnesty International Australia is part of a global member based movement respecting and upholding the human rights and dignity of all people, regardless of their background;
- Contribute to creating a diverse, inclusive and safe movement. This includes but is not limited to:
  - Value the experience and contribution of people from all cultures, religions, nationalities, ages, genders, immigration status, sexual orientation, bodies and abilities;
  - Avoid using offensive, culturally insensitive or discriminatory language as outlined in the Inclusive Language and Events Guide. Any derogatory comments or actions towards other volunteers, employees or community members will not be accepted;
  - Encourage people to call out behaviour outlined above;
  - Work to support the mental health and wellbeing of our movement and employees;
  - Ensure our movement reflects the community we serve and our campaigns are informed by people with lived experience;
  - Continuing to actively work to be on an anti-racist journey,
  - Recognise and respect the value that people with lived experience, including activists, employees or external partners bring in informing, shaping and influencing our work; and
  - Exercise careful, informed and sensitive consideration in our written and verbal communication when liaising with people with lived experience and their communities.

## **PERSISTENT**

### **We are resolute in pursuit of our goals**

- Plan our priorities, deliver on our promises, review and report on our outcomes;
- Be well informed and conduct comprehensive research from diverse sources;
- Meet for a clear purpose with the requisite preparation, encourage participation and follow through on agreed actions;
- Hold ourselves personally accountable to celebrate successes as well as be transparent with our failures and identify and implement learnings to improve future work
- Pursue our goals diligently, transparently, honestly and in alignment with these Values and Behaviours and Code of Conduct and without causing harm to the communities we are serving.

## **INTEGRITY**

### **We hold ourselves to the highest standards**

- Hold ourselves, our employees, leadership, members and broader movement accountable to these Values and Behaviours and our Code of Conduct and by embodying the principles of being an anti-racist movement.

- Have clear governance processes consistent with our Constitution, Vision and Goals;
- Respect the privacy and confidentiality of everyone in the way we gather, store, use and disclose their information in accordance with our Privacy Policy;
- Manage conflict that may arise in a constructive and fair manner and within established escalation mechanisms and conflict resolution procedures whilst ensuring due process.

## **COURAGE**

### **We are fearless in upholding human rights**

- Don't shy away from controversial or contentious human rights issues or holding decision makers to account;
- Embrace change starting with a readiness to change ourselves;
- Be decisive and take ownership of decisions and our failures;
- Have courage to accept information and experiences from people with lived experience that challenge our beliefs.

**Everyone who engages with Amnesty International Australia is asked to observe these Values and Behaviours and all Amnesty policies as they may change from time to time. Not doing so may result in Amnesty ending your membership.**