Tropical Fruits – Code of Conduct *Tropical Fruits Human Resourcess Policy*

Purpose

This Code of Conduct outlines the expected standards of behaviour for all staff, volunteers, contractors, and committee members to ensure a fun, safe, inclusive environment for our social club.

Our Expectations

All team members are expected to:

- Act in accordance with the law and organisational policies
- Treat colleagues, members, guests, and the public with respect and courtesy
- Work with integrity, professionalism, and accountability
- Contribute to a fun, safe, and inclusive environment

Unacceptable Conduct

The following behaviours are not acceptable:

1. Breaches of Law or Policy
    - Failure to comply with laws, policies, or lawful instructions
    - Unsafe practices or violations of health and safety requirements
2. Disrespectful or Harmful Behaviour
    - Abusive, threatening, or violent behaviour
    - Bullying, harassment, discrimination, or victimisation
3. Professional Misconduct
    - Breach of confidentiality or conflicts of interest
    - Misuse of organisational resources or property
4. Unsafe or Inappropriate Conduct
    - Drug or alcohol misuse in the workplace
    - Posting offensive or harmful material online
    - Disruptive or uncooperative behaviour

Anti-Discrimination Commitment

Tropical Fruits is committed to equal opportunity and does not tolerate racism, or discrimination on any grounds including age, gender, sexuality, race, disability, or beliefs. All individuals have the right to a social club free from discrimination, harassment, and bullying.

Bullying, Harassment & Safety

- Bullying and harassment (including sexual harassment) are strictly prohibited
- All team members must report inappropriate behaviour
- The organisation will investigate complaints fairly, promptly, and confidentially

Consequences

Breaches of this Code may result in disciplinary action, including warning, suspension, or termination.

Acknowledgement & Agreement

I acknowledge that I have read, understood, and agree to comply with the Tropical Fruits Code of Conduct.

Name	
Position	
Signature	
Date	