

CODE OF CONDUCT POLICY



March 2026

The Australian Physiotherapy Council Limited (the Council) requires that all employees, directors, volunteers, governance stakeholders, contractors, and anyone authorised to represent the Council, must abide by this Code of Conduct Policy.

The purpose of this policy to provide clarity about how we as individuals of the Council will act and ensure that the culture, integrity and reputation is maintained to a high standard.

1. Be familiar with the Council's purpose, mission, vision, values, policies and procedures, and authentically live them out as you work and interact within and on behalf of the Council.
2. Act ethically, impartially, with honesty and integrity.
3. Conduct yourself in ways that uphold and promote the credibility and good reputation of the Council.
4. Comply with all applicable Australian laws, in particular the *Health Practitioner Regulation National Law Act 2009* (the National Law).
5. Treat everyone with respect, courtesy and equally, and without harassment, discrimination, bullying, violence, victimisation, gossiping; abusive language; intimidating, hostile or derogatory conduct or remarks; unwelcome sexual advances or other conduct (verbal or in writing, in email or text, via any technology platform, or any other physical conduct) which is of a sexual nature.
6. The Council does not accept the use or display of written or graphic material that denigrates or shows hostility or aversion to others, particularly if it is motivated by characteristics such as gender, race, nationality, religious or philosophical beliefs, or any other protected attributes.
7. Maintain confidentiality in relation to the Council's business and not take unfair advantage of such knowledge.
8. Disclose any relevant interests and take reasonable steps to avoid any conflict of interest (real or perceived) in connection with Council business.
9. Recognise and respect the intellectual property of the Council, and any other organisations and individuals in the course of working with the Council.
10. Follow all elements outlined in the Council's Work Health and Safety Policy and Framework.
11. Use Council resources in a proper manner, including physical assets, financial resources, technology devices and systems.
12. Any interaction with external stakeholders and/or media outlets on behalf of the Council, must be authorised by the CEO.

Breaches of this Code of Conduct Policy should immediately be reported to the CEO or a member of the Executive Management team and could result in disciplinary action or termination of employment or position.

Approved: Board of Directors 20 March 2026