

Spirit Australia

CODE OF ETHICS & CONDUCT July 2024



Purpose

Spirit Australia is committed to the advancement of educational programs for the benefit and wellbeing of everyone seeking spiritual information and experiences.

To support and achieve this advancement, Spirit Australia is committed to maintaining the highest ethical standards by promoting a culture of integrity, respect, and professional behaviour among its practitioners, community members, students, and the public.

This Code of Ethics & Conduct outlines the key ethical principles and standards that guide our actions and interactions within our organisation and with the community.

By adhering to this Code of Ethics & Conduct, Spirit Australia aims to foster a supportive and respectful environment where spiritual growth, community engagement, and ethical practices thrive for the benefit of all.

Core Principles

1.1 Integrity:

We act honestly, ethically, and transparently in all our dealings, respecting the trust placed in us by individuals and the community.

1.2 Respect:

We honour the diversity of beliefs, cultures, and perspectives within our organisation and community, treating everyone with dignity and respect.

1.3 Professionalism:

We uphold professional standards in our conduct, interactions, and the delivery of our services, always maintaining competence and accountability.

1.4 Confidentiality:

We safeguard the confidentiality and privacy of individuals, respecting their right to confidentiality regarding personal information shared in the course of our work.

1.5 Non-Discrimination:

We do not discriminate on the basis of spiritual beliefs, psychic abilities, gender identity, sexual orientation, race, ethnicity, nationality, age, disability, or any other characteristic.

Guidelines

When engaging with each other and with the general public, Spirit Australia members:

2.1 Ethical Practice:

- 2.1.1 Comply with all applicable Australian laws & regulations, and
- 2.1.2 Comply with the ethical standards & guidelines applicable to their area or areas of professional practice, and
- 2.1.3 Comply with this Spirit Australia Code of Ethics & Conduct

2.2 Professional Conduct:

- 2.2.1 Treat everyone with respect and courtesy, avoiding harassment of any kind, and with due sensitivity to the needs of people with diverse backgrounds and culture.
- 2.2.2 Act with due care and diligence in promoting harmony in all their dealings with other members and the public.
- 2.2.3 Maintain appropriate professional boundaries and avoid conflicts of interest with clients, participants, students, fellow volunteers and other members.
- 2.2.4 Maintain appropriate professional relationships with their clients at all times, actively avoiding or identifying any opportunities to take an unfair advantage of the practitioner & client relationship, either monetary or within the relationship.
- 2.2.5 Maintain adequate security and confidentiality regarding all information gathered during their professional activities
- 2.2.6 Where appropriate, initially attempt to settle any complaints, disagreements or grievances with those concerned

2.3 Communication:

- 2.3.1 Communicate openly, honestly, and respectfully with colleagues, volunteers, students, and the public.
- 2.3.2 Use inclusive language and behaviours and avoid language or behaviour that may cause offense or harm.

2.4 Safety and Wellbeing:

2.4.1 Prioritise the safety, physical, and emotional well-being of all individuals involved, always, and without prejudice or judgement.

2.4.2 Recognise and acknowledge a responsibility to ensure the mental health wellbeing of all concerned in any Spirit Australia education or personal development program.

2.4.3 Report any concerns or incidents promptly and follow established protocols for addressing grievances or conflicts.

2.5 Continuous Improvement:

2.5.1 Engage in ongoing learning and development to enhance skills, knowledge, and understanding of spiritual practices, community dynamics, and ethical considerations.

2.5.2 Seek and welcome feedback from all stakeholders regarding all aspects of this Code, including complaints and concerns, to improve services and organisational practices.

2.5.3 Resolve promptly any conflict or complaint arising from a breach of this Code in a fair and just manner as deemed appropriate.

2.5.4 Any breach of this Code identified as serious by Spirit Australia board members may be referred to an expert panel nominated by the board for resolution with recommendations.

2.5.5 Regular reviews of all aspects of this Code in consultation with all stakeholders and with particular reference to any feedback, or conflict issues raised through complaints, for the continuous improvement of Spirit Australia.

Implementation

3.1 Orientation:

All volunteers including supporter, practitioner, and community members, will receive a copy of, and agree to uphold, this Code of Ethics & Conduct upon joining Spirit Australia.

3.2 Accountability:

The leadership and management within Spirit Australia are responsible for upholding and enforcing this Code, ensuring that all members adhere to its principles and standards.

3.3 Review and Revision:

This Code will be reviewed periodically to ensure its relevance and effectiveness in guiding ethical behaviour and maintaining high standards of conduct within Spirit Australia.