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1. I will uphold the integrity and good reputation of RACS by ensuring that my professional and personal conduct is consistent with RACS values, policies and procedures and this Conduct Policy.
2. I will be accountable for the professional and personal actions I take and ensure that I effectively manage the power and responsibility that comes with my RACS role.
3. I understand that social media is a valuable and highly visible means for communicating and staying in touch with family and friends. I acknowledge the boundary between what I am posting as an individual opinion and what is that of a staff member, volunteer or other person connected with RACS. I will never speak on behalf of RACS without approval in accordance with the RACS Social Media Policy.
4. I will contribute to preventing all forms of criminal or unethical activities.
5. I will inform RACS of any relevant criminal convictions or charges I have had prior to my work with RACS where RACS may have a legitimate interest.
6. I will not work under the influence of alcohol or use, or be in possession of, illegal substances on RACS or partner premises, vehicles or accommodation.
7. I will comply with any lawful and reasonable direction given by someone in RACS who has the authority to give the direction. I will respect the role and decisions of managers, the CEO and RACS Council.
8. I will treat all people with respect and dignity and challenge any form of harassment, discrimination, intimidation, exploitation or abuse.
9. I will respect all people's rights, and I will contribute to a working environment characterised by mutual respect, integrity, dignity and non-discrimination.
10. I will use my best endeavours to report any such behaviours or Reportable Conduct in the workplace to RACS line management or through recognised confidential reporting systems.
11. I will perform my duties and conduct my private life in a manner that avoids possible conflicts of interest with the work of RACS.
12. I will declare any financial, personal, family (or close intimate relationship) interest in matters of official business which may impact on the work of RACS (e.g. contract for goods/services, employment or promotion within RACS or partner organisations).
13. I will protect the health, safety, security and welfare of all RACS people and partners.
14. I will avoid any unnecessary risk to the safety, health and welfare of myself and others, including partner organisations, and community members/patients.
15. I will undertake and act on appropriate risk assessments.
16. I will be responsible for the use of information, equipment, money and resources to which I have access by reason of my work with RACS
17. I will show reasonable care and only use RACS property, resources, or funds for authorised purposes.
18. I will use my discretion when handling sensitive or confidential information.

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19. I will seek authorisation before communicating externally in RACS's name and will avoid any unintended detrimental repercussions for me or RACS. I will adhere at all times to RACS Media Policy.
20. I understand that the content of any e-mail sent or received using RACS systems and equipment are the property of RACS and that RACS reserves the right to access employee and volunteer work accounts.

21. I will promote partner rights, voice and priorities, protect the environment and avoid welfare, evangelical and partisan approaches in line with the RACS Global Health Development and Non-Development Policy.

22. I will ensure that my conduct is consistent with local partner-centred approaches to which all Global Health programs subscribe and that all programs that I am involved with are informed by local needs and priorities. I will therefore not put my own ideas and priorities ahead of the needs and priorities of those that I exist to support. I will avoid all forms of perceived 'colonialism'.

23. I will use my best endeavours to protect the natural environment and work in a sustainable way.

24. Whilst observing the requirements of the Policy, I will also be sensitive to, and respectful of, local customs and culture, even if the norms and values of the local community are different to those of RACS.

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31. I will only communicate or use information and images that I collect from patients, partners and others, including children, when I have obtained and documented their free, prior and informed consent to do so or in the case of childrhe c che co ldr

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