

Code of Conduct

Our Code of Conduct is a set of expectations and standards that tell us how we must act and conduct our business as employees of the Northern Land Council (NLC) when at work and in public.

Our Code of Conduct is built on three core values: respect, integrity and empowerment.

RESPECT

Showing respect is a basic law of life. We understand every person is unique. This means we:

- listen when others talk and show respect for different views
- give honest and respectful feedback at the right time
- treat people fairly and courteously
- don't discriminate, harass, bully, threaten or intimidate others
- act with sensitivity to Aboriginal and Torres Strait Islander cultures
- understand, accommodate and respect diversity
- keep the NLC and constituents' information private and only give that information to authorised people.

EMPOWERMENT

Our work is to empower each other and our constituents. This means we:

- undertake training and development so we deliver the best service we can
- keep up any required licences, registrations and probity checks up to date
- share and provide all necessary information so others can do their jobs
- support our colleagues and teams by being flexible, constructive and cooperative.

INTEGRITY

We work in accordance with the NLC values and mission. This means we:

- make sure we understand our role and what work we need to do
- follow all lawful, reasonable directions
- behave honestly and report fraudulent or criminal behaviour
- act in the best interests of the NLC and our constituents
- don't comment on the NLC unless we are authorised
- follow the law and our policies
- declare and avoid conflicts of interest
- do not accept benefits or gifts from stakeholders to do our job
- don't use our NLC position to gain a personal benefit for ourselves or any other person
- only use NLC equipment, resources, time and facilities for work purposes
- make sure we do our roles safely.



**NORTHERN
LAND COUNCIL**
Our Land, Our Sea, Our Life