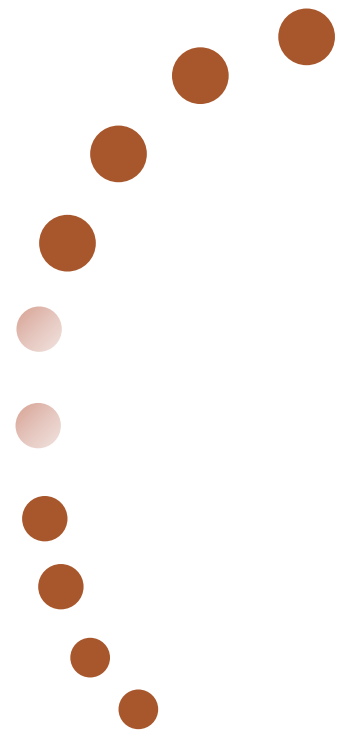


Code of Conduct

2024



Introduction

The Aboriginal Law Student Mentoring Program (ALSMP) *Code of Conduct* is one of the ways we put values into practice. It's built around the recognition that everything we do in connection with our work at ALSMP will be, and should be, measured against the highest possible standards of ethical business conduct.

We set the bar that high for practical as well as aspirational reasons: Respect for our users, for the opportunity, and for each other are foundational to our success, and are something we need to support every day.

Who Must Follow Our Code?

We expect all our employees, contractors and Committee members to know and follow the *Code of Conduct*.

Moreover, we expect members of our extended community [i.e. students, mentors, academic representatives, sponsors, supporters] and those who may be temporarily assigned to perform work or services for ALSMP to follow the *Code of Conduct* in connection with their work for us.

Values

ALSMP expects those who participate to maintain a high level of professionalism. We expect a level of integrity, inclusiveness and commitment to our program from those involved.

In addition, ALSMP recognises the importance of impartiality, respect and responsiveness in the workplace.

Expectations

Confidentiality & Protecting Other People's Rights

- We respect other people's rights and expect you to do the same.
- You will not post content or take any action that infringes or violates someone else's rights or otherwise violates the law.

- We can remove any content or information you post on the platform if we believe that it violates this *Code of Conduct* or our policies.
- If we remove your content for infringing someone else's copyright, and you believe we removed it by mistake, we will provide you with an opportunity to appeal.
- If you repeatedly infringe on other people's intellectual property or post content that violates our *Code of Conduct*, we may remove you from the group.
- You will not post sensitive information.

Harassment and Discrimination

ALSMP does not tolerate unlawful harassment or any mistreatment by or of workers (including individual contributors, managers, and contingent workers), guests, clients, or agency partners in the workplace or in a work-related situation on the basis of sex, race, colour, nationality, ethnic or national origin, ancestry, citizenship, religion (or belief, where applicable), age, physical or mental disability, medical condition, sexual orientation, veteran status, marital status, genetic information or characteristics (or those of a family member), or any other category protected under applicable federal, state, or local law.

Complaint Process

ALSMP acknowledges the need for a complaint process. Should there be a need to submit a complaint, the process is as follows:

- Identify the improper conduct.
- Report the improper conduct to the administrators of the page/group.
- The administrator will assess the complaint and make a decision against the *Code of Conduct* to promote the best practise of our values.

We reserve the right to remove a user or ignore, block or delete a post if there has been a breach of our *Code of Conduct*.

If you believe a comment has been made in bad faith or with malicious intent, please email info@alsmentoring.com requesting a review.