



## Member's Code of Conduct

In Disability Leadership Institute (DLI) spaces, our primary goal is to create safe and respectful environments for members to have conversations. We have developed the DLI Members Code of Conduct to help out in difficult situations. Our focus is to maintain the respect and kindness that currently define our spaces.

### **1. Be aware** of our obligations, rights and responsibilities as members

- 1.1 The who and why
- 1.2 What you need to do

### **2. Uphold** our principles and values

### **3. Recognise and Respect** members and non-members

- 3.1 How we protect and respect privacy
- 3.2 How we treat one another
- 3.3 Member Health, Safety and Security
- 3.4 Note on Avoiding ableist language

### **4. Learn**

- 4.1 How we approach leadership development
- 4.2 How we cultivate communal learning
- 4.3 How we support each other as individuals

### **5. Disrespect**



## 1. Be Aware

### 1.1 The who and why

The success of DLI spaces as safe, understanding, and open is a direct result of collaborative effort. Our DLI members are asked to practice kindness and respect to ensure DLI spaces remain inviting to all.

### 1.2 What you need to do

Members are asked to read the code of conduct and know their rights and responsibilities.

If a member has concerns about another member they are asked to confidentially inform DLI staff at: [christina@disabilityleaders.com.au](mailto:christina@disabilityleaders.com.au)

## 2. Uphold

Develop, support and promote  
Disability Leaders.

#Global15Percent

## 3. Recognise and Respect

### 3.1 How we protect and respect our privacy

- Membership to DLI is confidential.
- Members are not identified outside of DLI member spaces without their permission.
- All discussions within DLI member groups are confidential.

Not all people with disability/disabled people choose to identify as such. When they do identify, they may only do so in certain contexts.

- No members are identified as being disabled / having disability outside of DLI spaces without permission.
- Members do not ask about specific aspects of disability. (Members may choose to share personal information when relevant)

### 3.2 How we treat one another

- DLI members are respectful and kind to themselves and each other.
- DLI members prioritise disability requirements.
- DLI members use correct pronouns (remember you can always ask!)



### **3.3 Member Health and Safety**

- DLI members create a culture of safety.
- Diverse backgrounds and experiences are acknowledged and respected.

In the disability community there are a high number of people who have an experience of trauma.

- Recognise that other members may have an experience of trauma by not unloading or detailing incidents without first asking or providing a content warning (CW)

### **3.4 Note on avoiding ableist language**

- Ableist language is prevalent in everyday language (See <https://pwd.org.au/resources/disability-info/language-guide/ableist-language/>) DLI members make conscious efforts to avoid ableist language aimed towards themselves or others while participating in DLI member spaces.

## **4. Learn**

### **4.1 How we approach Disability Leadership**

- Disability is an asset in leadership
- Leadership development is an ongoing process

### **4.2 How we cultivate communal learning**

- All members (from those getting started to experienced) have something to contribute to discussion
- Members support each other as individuals with unique perspectives

## **5. Disrespect**

We encourage members to approach DLI staff with concerns. Occasions of disrespect will be addressed on a case-by-case basis.

We recognise that due to the nature of some disabilities, issues may result from periods where members are not travelling well. Such incidents will be approached with compassion and understanding. We will always talk to you before making judgements. Sometimes its just about stepping back for a while.

We will not accept threats to the health and safety of our members or staff.

\*The DLI Code of Conduct will be reviewed and updated regularly.