

# EventWell® Code of Conduct

1. We conduct our professional practices and services with honesty and integrity
2. We maintain privacy and confidentiality with respect to our clients, beneficiaries and service users
3. We maintain the therapeutic relationship without exploiting it for social, personal, or financial gain
4. We maintain awareness of the impact of our behaviour, both during our services or activities and afterwards, and avoid any action that uses the imbalance of power to exploit our clients, beneficiaries and service users for our own personal ends
5. We commit to evolving process of ethical thinking and to finding ethical solutions to problematic situations
6. We assume responsibility for our own emotional, mental and physical health
7. We are responsive to the community and the society in which we work and live and contribute to the community in ways consistent with their skills and interests
8. We recognise and respect the individual differences to be found amongst ourselves, our clients, beneficiaries and service users, and uphold the value of freedom of expression
9. We recognise and respect that diverse populations, styles and training backgrounds contribute to positive opportunities for our clients, beneficiaries and service users and the growth of the profession
10. We recognise the value of constructive dissent to enhance both clinical research and professional development and work professionally, critically and creatively, with the inherent tensions to which such dissent challenges them

## Ethical Principles

1. *Respect for autonomy* - people should be allowed to make decisions that apply to their lives and have control over their own lives as much as possible
2. *Beneficence* - we should do what is good concerning the welfare of the client or service user
3. *Least harm* - we should always choose to do what is least harmful and/or harms the fewest people
4. *Justice* - any action chosen must be objective and equitable to those involved

## Our Responsibilities

1. Demonstrate sensitivity towards our clients, beneficiaries and service users
2. Act respectfully and not refuse services or activities on the grounds of discrimination, social status or health status
3. Work in partnership with our clients, beneficiaries and service users
4. Maintain professional boundaries
5. Communicate openly, honestly and respectfully
6. Respect the principles of informed consent and avoid coercion
7. Respect and support the autonomy of our clients, beneficiaries and service users
8. Provide alternative treatment and support options through signposting and referral where necessary
9. Respect confidentiality, privacy and security of our clients, beneficiaries and service users
10. Use electronic and digital communication professionally and respectfully
11. Take all reasonable steps to prevent harm
12. Take responsibility for care delegated to volunteers and any members of the team
13. Enhance expertise and refine knowledge continuously

## **Responsibility to ourselves and the profession**

1. Commit to maintaining and enhancing the reputation and standing of the mental health and wellbeing profession
2. Commit to lifelong learning
3. Act honestly and transparently
4. Recognise the responsibility to share evidence-based practices with other mental health, neurodiversity, and health care professionals and organisations
5. Refrain from harassment, abuse and discrimination of colleagues, employees, students and volunteers
6. Attend to our own health and wellbeing

## **Health and Safety Guidelines:**

1. Our senior management and board are committed to the establishment of a healthy and safe workplace and environment and to the integration of health and safety into all workplace activities
2. We are committed to comply with applicable legal requirements and other requirements - or better, the intention to treat applicable health and safety legislation as minimum standard rather than maximum
3. The responsibility of appropriate personnel in maintaining a healthy and safe workplace and environment to protect the wellbeing of all persons
4. Accountability at all levels of management for carrying out health and safety responsibilities
5. The importance of consultation and co-operation between management and employees for effective implementation of policy and any related programs
6. Commitment to continual improvement by conducting regular reviews of our policy and any related programmes
7. Commitment that our policies will be documented, posted and communicated internally as well as externally, as appropriate

Signed by Helen Moon, Chief Executive

(signed) **Helen Ann Moon**