

MEMBER CODE OF CONDUCT

The Health and Fitness Association of Australia (HAFAA) believes that all people who interact with our Association—including members, employees, suppliers, volunteers, contract providers and partners—should do so in an environment that is safe and free from any form of discrimination, intimidation, bullying, harassment, vilification, violence, or abuse.

The Health and Fitness Association of Australia will not accept or tolerate any behaviours that undermine the dignity of any individual, or which create a hostile, abusive or threatening environment.

All members of HAFAA should:

- Conduct themselves in a way that reflects the values of The Health and Fitness Association of Australia;
- Respect the rights and dignity of others;
- Respect the opinions of others – whether or not you agree;
- Not use or encourage the use of violence, verbal vilification or slander; we do not condone and will not tolerate this kind of behaviour;
- Respect the privacy of others;
- Prioritise the best interests of their fellow fitness professionals;
- Advocate for and uphold fairness;
- Not purport to represent HAFAA when making public comments about any personal views, unless requested by HAFAA to do so;
- Conduct themselves in a manner that enhances, and does not diminish, the reputation and standing of HAFAA;
- Maintain the confidentiality of any information disclosed under a condition of confidence (i.e. members-only content);

The Member Code of Conduct should be upheld at all times, including at meetings, events, functions, and on social media.

Breaches of the Code

A breach of this Code will result in a person, whether current member or not, being banned from the Association.

OUR VALUES

Lead Positive Change

We constantly seek to improve systems, practices, and impact. We are committed to challenging the status quo, addressing inefficiencies, and driving positive change. Guided by strong principles, we lead with determination and resilience to create a better future.

Integrity and Morality

We stay true to our ethical standards and values, no matter the circumstances. We honour our commitments, act with transparency, and approach every situation with empathy and compassion. Our commitment to morality guides our actions; our integrity ensures that our actions are consistently aligned with our principles.

Solidarity

We stand with each other. Your issue is my issue; and my issue is your issue. We stay united to take action on the issues we care about.

Fairness

We ensure that all actions and decisions are made with impartiality, equity, and justice, treating everyone with respect and dignity. We strive to create a level playing field where opportunities and resources are distributed equitably.

Trust

Trust is earned through consistent, dependable actions and a steadfast commitment to doing what's right. We believe in building relationships where each person can rely on the other to act with loyalty and in their best interest, without fear. In our organisation, trust is the foundation that ensures we can count on each other to be supportive, truthful, and always aligned with our shared values.

Bravery

We are committed to doing what is right, even when it is difficult. We value integrity over convenience and are not afraid to speak up when something is wrong. We stand up for others and ourselves.

Empowerment

We assist and encourage each other. We empower by giving people the knowledge, tools and confidence they need. We encourage autonomy and support each to grow.



Freedom of Speech Statement

We value freedom of speech as a fundamental right, essential for open dialogue, debate, innovation and the expression of diverse opinions. We encourage individuals to express their views freely and contribute to meaningful discussions and we oppose outright censorship.

However, whilst we believe that freedom of speech is a fundamental right, it is not without limits. It stops being protected as freedom of speech when it infringes on the rights of others or violates specific laws. This includes, but is not limited to, inciting hatred or violence, inciting illegal acts, defamation, harassment, slander, bullying and abuse.