

# CODE OF ETHICS

*Applicable to all Members, staff, officials,  
sponsors, contractors and volunteers*



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**Housing is a human right which changes lives for the better. The Institute's role in delivering homes and communities in Queensland is a privilege and an honour, allowing members to make a lasting contribution to the fabric of society. Ongoing participation in this work rests on our ability to rise to the highest standards of ethical behaviour and personal and professional integrity.**

## Purpose

This Code of Ethics (the Code) outlines the Institute's values and standards, providing guidance to assist members use their best judgement across a range of circumstances. It also outlines consequences for violating this Code.

## Goal

The goal of this Code is to assist members to think before they act, taking account of their intersecting responsibilities to many parties and legal requirements.

## Scope

This Code applies to all members, staff, officials, sponsors, contractors and volunteers.

It works side-by-side with related policies such as our Government Engagement Policy and Conflict of Interest Policy. It is informed by various items of legislation, regulation, professional standards and other obligations that together sketch out the requirements of our lawful participation in our industry, the democratic process and community life.

## Our mission

To work collaboratively as a respected, trusted and expert voice of the industry to build better Queensland communities.

## Our ethics

In articulating our ethical framework, we acknowledge that we owe responsibility for ethical behaviour to many parties including but not limited to, each other, our community, media and government. Our guiding principles include:

- 1. Consultative:** members understand the importance of authentically engaging with the community. We value the role played by the community, particularly neighbours in shaping the projects we deliver for people to live in. We strive to provide the best possible outcomes for stakeholders and maintain the public's confidence and trust in the development industry.
- 2. Respect:** members demonstrate respect for people, the community, the environment and the regulatory framework in which we work.
- 3. Honesty:** to the best of our knowledge, all information we share is consistent and true. Members never knowingly mislead the government, public, media or staff on

<sup>1</sup>Universal Declaration of Human Rights, United Nations, Paris 1948.

any issue. Members accept a high level of responsibility for ensuring the accuracy of all communications with industry, the community and government of all levels.

- 4. Accountability:** members ensure dealings with industry, the community and government colleagues are respectful and professional. We hold ourselves answerable for our actions and stand behind any outcomes arising.
- 5. Transparency:** members promote the highest standards of openness in our dealings, whilst complying with all relevant laws, rules and conventions and maintaining confidentiality where appropriate.
- 6. Reliability:** members present a consistent view on issues of significance that affect our industry. Even when different segments of the Institute's membership hold different views on the matter, positions will be considered, based on relevant fact/s and demonstrate consistency over time. Individual circumstances and examples will be provided where illustrative but will not contradict state or national policy positions.
- 7. Professional and personal neutrality:** when representing the Institute, members set aside their personal and professional views and commercial interests and represent the policies and official position of the Institute.
- 8. Policy-driven:** when involved in Institute activities, members are politically impartial and ensure their duties and activities for the Institute are strictly separated from any personal activity or involvement on behalf of a political party or political activity including in business meetings, promotional activities, the media and social media.
- 9. Full disclosure:** members make a full declaration of conflict of interests (real or perceived) whenever necessary.
- 10. Lawful behaviour:** members inform themselves of all relevant government legislation and act in accordance with these laws. Members ensure they do not place government representatives in a conflict of interest by proposing or undertaking any action that would constitute an improper influence on them.

- 11. Uphold the Institute's reputation:** members do not engage in behaviour which could damage the Institute's reputation.
- 12. Integrity and confidentiality:** members do not misuse the authority of their office within the Institute for personal gain nor act in a manner which may injure the Institute's interests. The Institute respects the confidentiality of information given to and received from the member in the course of the Institute's work.
- 13. Collegiality:** when representing the Institute, members work for the benefit of the whole industry and do not lobby on behalf of an individual developer, firm, project or issue. Rather, members representing the Institute advocate at a procedural, system, policy, regulatory and legislative level on behalf of the whole membership.

## Disciplinary actions

As per the Institute's Constitution, the Board may by resolution carry out the following disciplinary action in the instance of a breach of this Code of Ethics: –

- admonish a member;
- suspend a member's rights of membership of the UDIA Queensland for a specified period; and/or
- expel a member.

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