

This Code describes the standards of conduct expected of Opera Queensland's people - our Directors, Employees, Contractors and Volunteers. It provides a set of guiding principles enabling us to make the right decision and take the correct action in every instance. These principles support Opera Queensland as an organisation with the highest standards of ethical behaviour.

**A. Act with Honesty and Integrity**

We act with honesty and integrity all of the time. We do not use information, funds or property belonging to Opera Queensland for our personal benefit. We do not offer or accept bribes or other benefits to influence other people. We report dishonest behaviour by our colleagues to the CEO or the Chair.

**B. Comply with Laws, Policies and Values**

We comply with laws and regulations and Opera Queensland policies. If we are unsure about what laws and policies are relevant to us we ask a more senior person in Opera Queensland. We will comply with any lawful and reasonable directions given to us by those with the authority to give the direction. We will act in accordance with the Values of the organisation.

**C. Manage Conflicts of Interest Responsibly**

We will not involve ourselves in an action or position where our personal interest could be in conflict with our obligations to Opera Queensland. For example, we should not participate in a business activity outside our employment with Opera Queensland if it could adversely affect our ability to fulfil our role with Opera Queensland. If we think there is a conflict of interest or the potential for a conflict of interest we will immediately advise the CEO. Directors will advise the Board.

**D. Respect Confidentiality**

We will not disclose any information of Opera Queensland that is confidential or any information which has been given to Opera Queensland in confidence.

**E. Be Professional**

We will, at all times, act in a professional manner, striving for excellence in all that we do. We will be respectful of and courteous to our colleagues and Opera Queensland stakeholders. We will act fairly, with care and diligence. We will have high standards of behaviour at work, work-related social functions and outside of work where there is a connection to the workplace, including social media. We will be accountable for our decisions and actions. We will use Opera Queensland resources in an appropriate manner. We will seek to continually improve our skills and knowledge.

**F. Respect Diversity**

We recognize that we have individual differences, for example by our gender, age, ethnicity, cultural background, physical and mental attributes, family status, sexual orientation or religious belief. We respect and value these differences and strive for a truly inclusive workplace where every person can shine.

**G. Maintain a Healthy and Safe Work Environment**

Safety and security in our workplace is of vital importance to Opera Queensland. We will contribute to creating and maintaining a safe and secure workplace environment by observing safety and security standards, procedures and policies. We will ensure our conduct reflects our commitment to a safe workplace that is free from discrimination, harassment, sexual harassment or bullying. We will promote and protect the interests and safety of all children and young people that interact with our organisation as employees, audience members, education program participants or otherwise, with a zero tolerance for child abuse.