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HEA Code of Ethics
for
**Office Bearers, Committee Members, State Chapter Members and
Volunteers on Subcommittees of the HEA**

V.2019-12

Office Bearers, Committee Members and Volunteers of the HEA, in addition to the Code of Conduct for Members, commit to the HEA Code of Ethics as follows:

1. Conduct themselves and discharge their duties for the benefit of the Association and in strict accordance with its constitution, objects, mission, pillars, policies, and principles.
2. Not hold a position inimical to home education.
3. Uphold members' rights and follow due process when responding to complaints or managing disagreements between members.
4. Protect and preserve association property.
5. Maintain strict confidentiality when holding members details, and use only in relation to association business.
6. Maintain strict integrity in matters financial pertaining to the association, operating with transparency and duty.
7. Be aware of your presentation in words and manner when communicating as a representative of the Association. Do nothing which could bring the Association or its members into disrepute.
8. Maintain impartiality with regard to all types of home education and represent the association faithfully in this regard.



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9. Discharge duties and make decisions free of discrimination of any kind, recognising that the Association's members have varied ethnicities, cultural backgrounds, religious or non-religious views, sexual orientations, genders, and philosophical perspectives on home education.
10. Remember parents have the right to determine their child's unique educational pathways.
11. Uphold educational freedom of choice and freedom from persecution for families.
12. Do not allow parenting or educating styles to become an object of discontent in the association.
13. Endeavour to keep up to date with home education practices and legislative requirements.
14. Foster a good working relationship, using a positive and constructive approach, with Government and educational institutions working towards home education legislation and regulations that reflect and achieve equity for home educators
15. Only communicate on behalf of the HEA in accordance with your position and delegated authority as a HEA Volunteer.
16. Discourage negative discussion within the association of particular educational institutions.
17. Act in accordance with the copyright laws when producing documents or promotional material in any form or medium for the Association.
18. Do not show favouritism towards particular businesses, including businesses which other home educating families work for or own
19. Promotion of goods must be in some way to the benefit of the Association.
20. Work with a voluntary spirit for the association.



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21. Not use the HEA for personal gain, particularly financial or business gain.
22. Not use the HEA and/or its events and services to promote personal beliefs, behaviours or practices where they are incompatible with the HEA Constitution, Objects, Mission, Pillars or Codes.
23. When exercising your HEA duties or making decisions for the HEA, you are to consider and disclose any potential conflicts of interest that may affect your decision making, including working for any political parties or homeschool businesses. Disclosure is to be made to the Secretary following the policy "Disclosure of Conflicts of Interests".
24. The Code of Ethics will be made available to Committee members and Volunteers prior to their acceptance of their HEA role. A copy of the Code of Ethics will be made available to the public on the HEA's website.

The Code of Ethics was reviewed for an update by the 2019 Management Committee in November 2019.

Previous Code of Ethics - Version 1.02 28 September 2013.

This version (V.2019-12) was approved on 10 December 2019.