

ALCOHOLICS ANONYMOUS



**SAFEGUARDING ALCOHOLICS
ANONYMOUS
CODE OF CONDUCT**

Safeguarding Alcoholics Anonymous

Code of Conduct

To be read in conjunction with the Safeguarding of Alcoholics Anonymous Policy Document.

Purpose

This Code of Conduct outlines the standards of behaviour required of all members and employees of AA. The Code of Conduct is intended to be consistent with the Twelve Traditions of AA and to support the wellbeing of AA members.

Scope

The Code of Conduct applies to all persons involved in AA, including:

- Employees;
- Contractors
- Members;
- The Board.

The Code of Conduct applies at all times in relation to activities associated with AA, including groups where the Code of Conduct has been adopted.

Principles

The Twelve Traditions provide guidelines for relationships between the groups, members, the global Fellowship and society at large.

The first of the Twelve Traditions is that our common welfare should come first; personal recovery depends upon AA unity. This is the guiding principle for how members and employees should conduct themselves.

Behaviour

How do we treat each other?

We ought to treat each other with respect and dignity, including by:

- Considering people equally without prejudice;
- Acting with honesty and diligence;
- Taking responsibility for situations, showing leadership and courage;
- Placing the collective interest over personal interest;
- Appreciating difference and welcoming learning from others; and

- Upholding the Twelve Traditions.

Bullying, harassment and discrimination

AA recognises that bullying, harassment and discrimination undermines the common welfare of its members and may be unlawful and does not tolerate such behaviour.

For the purpose of this policy:

- **Bullying** is repeated and unreasonable behaviour directed towards an person or group that creates a risk to health and safety;
- **Harassment** is any form of behaviour that:
 - a. is not wanted
 - b. offends, humiliates or intimidates, or
 - c. targets a person because of that person's sex, pregnancy, ethnicity, religion, age, marital status, sexual orientation, gender identity, disability or carer's responsibilities; and
- **Discrimination** is where a person is treated less favourably than someone else, because of an identified ground such as their sex, pregnancy, ethnicity, religion, age, marital status, ethno-religious origin, sexual orientation, gender identity, disability or carer's responsibilities.

Breaches of the Code of Conduct

The effect of behaviour that is contrary to the Code

Behaviour contrary to this Code can bring individuals into disrepute, undermine productive working relationships within AA, and AA's reputation and ability to assist more people.

If you see behaviour contrary to this Code

Members

Groups, through their conscience meetings, may establish contingency plans to deal with safeguarding issues and be mindful of the Safeguarding Policy Document produced by the GSB and the safety information in the Group Handbook. Issues can be raised with service position holders within groups, or where that is not safe or practical, to the General Service Board via Trustees or the General Service Office.

Employees and Contractors

If you see someone act in ways that are, or you suspect are, contrary to this Code, you should promptly report your concern to a Manager or the Board. Such concerns

will be treated seriously and managed in accordance with relevant procedures. AA is committed to ensuring there will be no victimisation or retaliation against you for making any report, so long as that report is made in good faith. In circumstances where you raise a legitimate concern, any attempt to take detrimental action against you will be treated seriously and may be treated as a breach of this Code of Conduct.

Actions when allegations are made

Members

If you are a member, the relevant action will be determined by the group. If the matter has been escalated to the General Services Office, assistance and guidance will be provided to try to resolve the matters and ensure the safety and wellbeing of all involved. In some matters, safeguarding principles under the relevant policy may apply.

Employees

If you are an employee and it is alleged that you have acted in a way that is contrary to this Code, you will have an opportunity to provide your version of events. How this will happen will be proportionate to the seriousness of the matter. In those cases where the allegation is considered minor or of a low level, your Manager will usually discuss this matter directly with you. If the allegations are considered more serious, a formal process may be required. Breach of the Code of Conduct may lead to termination of employment.