

## MinEx CRC Code of Conduct

To meet its vision, it is a requirement for MinEx CRC to exchange research and development ideas across broad disciplines with a range of people of diverse views through open and respectful dialogue at face-to-face and online meetings, conferences, and field and drilling activities. MinEx CRC is committed to an ethos of equal opportunity and fair treatment of all those associated with MinEx CRC-related activities, regardless of diversity.

It is the responsibility of all those associated with MinEx CRC to ensure that a collegiate, inclusive and encouraging atmosphere is maintained when undertaking the work of the CRC. MinEx CRC considers the rich diversity of those involved in the CRC as a resource that should be drawn upon.

- Those affiliated with MinEx CRC are expected to act in a courteous, respectful and collegiate manner at all times.
- MinEx CRC promotes diversity including equal opportunity regardless of age, race, nationality, gender, sexuality, religion, disability, ethnicity, marital status, political affiliation or culture.
- MinEx CRC will not tolerate any form of harassment, bullying, direct or indirect discrimination as in accordance with the [MinEx CRC WHS manual](#).
- MinEx CRC research will be undertaken with scientific and ethical integrity in accordance with the [Australian Code for the Responsible Conduct of Research 2018](#).
- Communication will be fair and open and should be appropriate for people of diverse backgrounds.
- MinEx CRC activities will be undertaken in consideration of the safety, welfare and health of the participants and the community.
- MinEx CRC field-based activities are expected to have site access permission from and will be respectful of landowners and/or caretakers, including Traditional Owners where appropriate and/or applicable.

MinEx CRC management agrees to:

- Create a safe and supportive working environment for all MinEx CRC associated people.
- Respect the time given and have realistic expectations of MinEx CRC associated people.
- Ensure its workers are compliant with Codes of Conduct at their respective organisations, policies within the MinEx CRC WHS manual and the [Australian Code for the Responsible Conduct of Research 2018](https://www.nhmrc.gov.au/about-us/publications/australian-code-responsible-conduct-research-2018).
- Follow up with complaints according to the MinEx CRC WHS manual and raise concerns with an employee's organisation if and where appropriate.