



Code of Conduct

Foreword

Freemasonry is a worldwide fraternity with the aim of making the world a better place, one man at a time.

By becoming a Freemason, our members are expected to foster high moral standards and seek excellence in all pursuits.

The world is entitled to expect upright behaviour from Freemasons. As our fraternity is an integral part of society, we come into contact with non-members including staff, contractors, members of the public and volunteer helpers. It is reasonable to expect that all members and representatives of Freemasons Victoria adhere to a standard Code of Conduct.

There is nothing in this Code that is incompatible with any individual's civil, moral or religious duties, rather these are virtues that you will happily embrace in your endeavours supporting Freemasons Victoria.

Bro. Keith Murray
Grand Master

Freemasons Victoria Values

All members and other representatives of Freemasons Victoria including staff, contractors, consultants, interns and volunteers are expected to demonstrate the following qualities.

Be Responsive

- We agree to provide honest, substantive and timely advice.

Be Accountable

- We work to meet objectives in a transparent and ethical manner,
- We accept responsibility for our decisions and actions.

Demonstrate Impartiality

- We will make decisions based on merit, without bias, caprice, favouritism or self-interest.

Act with Integrity at all times

- We look to avoid real or perceived conflicts of interest,
- We strive to earn and sustain trust at the highest possible level, particularly in relation to financial matters.

Act with Respect

- We are respectful of members, colleagues and all of society irrespective of gender, sexual orientation, race or religion.
- We pledge to treat all fairly, objectively and compassionately.



Ethical Behaviour

We are bound to comply with legislation, policies and lawful instructions in the performance of our activities.

We commit to report any improper behaviour to an appropriate authority. Improper behaviour includes mismanagement of resources, a danger to health or safety, or to the environment.

As staff or contractors we agree not to seek or accept gifts, or benefits, including hospitality, particularly where the receipt of same could reasonably be perceived as undermining the integrity of members or the organisation.

Public Comment

We will only make public comment on behalf of Freemasons Victoria when specifically authorised to do so. We commit not to bring the fraternity, or its members into disrepute through comments and posts on social media, or other broadcasts.

Public Trust

We seek to build and maintain a high level of trust with the community. We agree to avoid conduct that will adversely affect our own standing or that of Freemasonry in general.

Fitness for Duty

When representing Freemasonry we commit to a high standard of behaviour and personal conduct. We hold ourselves and others accountable for the representation of Freemasonry in public.

Breaches of the Code

We understand that failure to comply with the principles or the spirit of this Code will be considered a breach of trust. Such breaches may result in disciplinary action.

All are expected to act upon their conscience in considering whether their behaviour is within the parameters of this Code:

- Does it feel like the right thing to do?
- What would a peer expect or want me to do in this situation?
- What would the reaction be if this was reported in the media?
- Would my peers consider my behaviour appropriate?

I, _____, acknowledge that I have read, understood and agree to abide by this Code of Conduct.

Signed: _____

Date: _____