



Maritime Union of Australia – Policy on Mutual Respect

The MUA opposes discrimination and harassment based on nationality, race or skin colour, sex, age, pregnancy, carer, or family responsibilities, marital or relationship status, sexual orientation, gender identity, disability, permanent physical features, religious belief, political affiliation, or industrial activity.

Among trade unionists there is a high degree of appreciation for the need to respect the dignity and worthiness of every individual. Nevertheless, in all organisations there should always be vigilance to ensure that all participants feel that they are able to operate in an atmosphere that is welcoming, comfortable and safe.

The MUA is committed to creating and maintaining work environments based on dignity and mutual respect. The MUA neither condones nor tolerates behaviour that undermines the dignity or self-esteem of any individual, or creates an intimidating, humiliating, hostile, abusive, threatening, or offensive workplace or work-related environment. This commitment applies to members, employees, delegates and participants, women, and men, in meetings and during work-related activities and at social gatherings, wherever they may take place around the world.

As an employer the MUA has both a legal and a moral responsibility to protect its employees from discrimination and harassment, abuse, or similarly unacceptable behaviour. This responsibility extends to social occasions where attendance of MUA employees is linked to employment, and where the MUA is jointly liable for unacceptable behaviour as an employer. This responsibility also extends to inappropriate use of social media, phones, and text messaging where there is a link to the MUA. All employees have a duty of care for their colleagues and are encouraged to report incidents of concern.

It is recommended that all offices of the union provide these guidelines and this MUA Policy on Mutual Respect. The Policy should be included as part of the documentation for all future MUA meetings.

GUIDELINES

What we ask of you:

- To treat everybody, including delegates and members from other unions, and MUA employees, with dignity and respect.
- To make sure your own behaviour does not cause offence, humiliation, intimidation, or misunderstanding.
- To think before you make personal remarks or voice personal opinions that may compromise the rights of others to feel welcome, comfortable, or safe.
- To accept personal responsibility for challenging all forms of unacceptable behaviour, to ensure dignity and respect for all.

What is unacceptable behaviour?

Unacceptable behaviour can include unwelcome physical, written, verbal and non-verbal conduct either in-person or via a communication platform or device. It is behaviour that ridicules, intimidates, humiliates, offends, threatens or is physically abusive.

Unacceptable behaviour may have as its focus nationality, race or skin colour, sex, age, pregnancy, carer or family responsibilities, marital or relationship status, sexual orientation, gender identity, disability, permanent physical features, religious belief, political affiliation or industrial activity.

While the following list is not definitive, unacceptable behaviour can involve obscene gestures, verbal abuse and threats, physical contact, harmful pranks or inappropriate phone, text, email or social media messages, posts or comments. It can also involve, racist, sexist, sexual or religious jokes or goading, intrusive questioning about someone's personal life or culture, compromising or sexual propositions, offensive language, taunts, name calling or insults, the spreading of inappropriate malicious gossip, offensive graffiti, intrusion by pestering, unwelcome gifts, or stalking, or physical, indecent or sexual assault.

Your cooperation and support:

The union welcomes your cooperation and support in our practical efforts to make MUA work, meetings, and activities, as well as work-related communication and social gatherings productive positive experiences for everyone.

Maritime Union of Australia – Policy on conduct and behaviour on social media and communication

The Maritime union of Australia uses multiple social media platforms as a means of communication with members, the community, retired union members and their supporters or people who are interested in joining the union.

We aim to have a community that engages and shares their views, ideas, knowledge, and experiences. The Australian union movement is incredibly diverse, so please be respectful of others and not engage in behaviour that would make a fellow union member feel excluded or uncomfortable.

Trolls will not be tolerated, and we reserve the right to ban anyone from our community, so our standards and community are protected.

Community Standards

Keep it abuse free. Comments using inappropriate language, which are abusive towards others, or which appear to deliberately provoke arguments, will be deleted. Any behaviour that makes supporters feel harassed or likely to disengage with the community will also be removed.

Do not break the law. Do not post comments which are defamatory, discriminatory, incite violence, infringe copyright or are otherwise unlawful. Messages that are factually wrong and misleading may also be deleted.

Comply with the Rules of the Union. Any member of the Union who assaults, insults, or abuses a National Officer, a Branch Officer, a job delegate, another member or an employee of the Union may be charged under the Rules of the Union.

Stay on topic. The space provided on news articles and opinion pieces is provided for you to discuss the articles' content. Do not post messages which are irrelevant.

Be concise. By keeping your contributions short and to the point, they are most likely to engage and inspire other people.

Don't dominate the conversation. Everyone has a right to share their views, as long as comments are not in violation of these guidelines. Be respectful of others and try not to take up all the space!

Don't advertise. Contributions that seek to endorse commercial products or activities or solicit business will be deleted.

Do not use a nickname that is defamatory, abusive or contains swearing. Contributors must not intentionally impersonate other people.