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## **Guidelines for Ethical behaviour for ARA Members**

### **Background;**

These guidelines were developed in response to some ARA Members experiences with unethical behaviour demonstrated by third parties and re-enactors.

It's disappointing to come across this type of behaviour to say the least and it is disheartening when, in the course of trying to enjoy recreational historical re-enactment we are exposed and even the victims of individuals who are acting without integrity. We've all seen this kind of thing before and we all know that it simply doesn't sit right somehow. But why exactly? Because it is definitively unethical and you should not tolerate it in any circumstances.

Club Leaders and Head Combatants who represent re-enactors, whether they are in the ARA or not, should always work ethically and act in good faith in the interests of their own group and re-enactors that they represent or associate with. This is their duty.

The ARA has adopted the principles developed by The Independent Commission Against Corruption (ICAC) as a means of determining whether we, and re-enactors that we deal with, as well as other groups and organisations that are dealing with us and others are doing so in an ethical manner.

The Independent Commission Against Corruption developed these principles to help Government employees make better decisions and resolve ethical dilemmas they may face at work.

The ARA uses these principles to guide us whether we are giving/being given a "fair go" and, along with the ARA Code of Conduct, serve as clear guidelines on ethical behaviour for ARA members. We also use these principles to identify those groups, representatives, individuals whose actions consistently don't seem to offer a fair go so that concessions can be made when dealing with these individuals. These may also be a suitable guideline for re-enactors and individuals who consider this to be of importance to their own, non-ARA group.

## **Guidelines for Ethical Practice:**

### **1. Serving common/club interests above private/personal interests**

Club Leaders and Head Combatants must make decisions and take actions which best serve the common/club interest. When making decisions, Club Leaders and Head Combatants should not consider their private or personal interests.

### **2. Integrity**

Club Leaders and Head Combatants and all ARA Members should ensure that any decision made, or action taken, has these qualities:

#### **Openness**

- Giving reasons for decisions
- Revealing all avenues available to others
- When authorised, offering all information
- Communicating clearly

#### **Honesty**

- Obeying rules/regulations/laws
- Following the letter and spirit of policies and procedures
- Observing codes of conduct
- Fully disclosing any possible conflicts between the club/common interest and personal interests.

#### **Accountability**

- Recording reasons for decisions
- Submitting to scrutiny
- Keeping proper accessible records
- Establishing audit trails

#### **Objectivity**

- Fairness to all
- Impartial assessment
- Considering only relevant matters

#### **Courage**

- Giving advice fearlessly and frankly where required
- Doing the right thing even in the face of adversity
- Reporting and dealing with suspected wrongdoing
- Acting in the club/common interest above loyalty to friends

#### **Leadership**

- Demonstrating, by your own ethical behaviour, the value of these principles in serving the club/common interest
- Promoting public duty to club members and others in the movement and outside.

The next time you're dealing with a situation/person in the course of your re-enactment activities and their actions just don't seem right, ask yourself:

"Are they serving club interests above personal interests and, in the course of dealing with them, have they been Open, Honest, Accountable and Objective?"

ARA Members actions are expected to hold up to this type of scrutiny.