

CODE OF CONDUCT AND ETHICS FOR MEMBERS, OFFICIALS AND OFFICE BEARERS



1. PREAMBLE

- 1.1 The National Tertiary Education Union (NTEU) is a union comprised of tertiary employees throughout South Africa.
- 1.2 The aims and objectives of NTEU are to:
 - 1.2.1 strive for democracy within the Tertiary Education society;
 - 1.2.2 strive for the recognition by all Tertiary institutions of the fundamental human rights, including labour rights, of their employees, as set out in the current Constitution of South Africa;
 - 1.2.3 promote collective bargaining and fair labour practices at tertiary institutions;
 - 1.2.4 promote, defend and represent the interest of all its members at both national and local level;
 - 1.2.5 improve conditions of employment, benefits and working conditions in general of all its members;
 - 1.2.6 promote equitable educational opportunity and sound educational practices at Tertiary institutions;
 - 1.2.7 defend academic freedom and Tertiary institution autonomy;
 - 1.2.8 strive for fulfilment of every person's fundamental right to enjoy full and equal opportunity towards self-development by fostering an equitable and most effective use of Tertiary institution resources;
 - 1.2.9 act for and on behalf of its members;
 - 1.2.10 co-ordinate the actions of its members regarding matters of concern to them;
 - 1.2.11 provide liaison between its members and management and between its members and the student body;
 - 1.2.12 endeavour to settle disputes affecting its members as individuals or as an organized group;
 - 1.2.13 protect the rights of its members;
 - 1.2.14 promote communication, interaction and unanimity between branches of the union in order to ensure the proper implementation of the objectives and policies of the union;
 - 1.2.15 issue media statements on behalf of its members through the national administrative office;
 - 1.2.16 lobby for support of central, provincial and local Government and any other decision makers;
 - 1.2.17 liaise with other organizations which have similar objectives and policies;

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- 1.2.18 perform any other functions incidental to the promotion, aims, objectives and mission of the union.
- 1.3 In working towards NTEU's aims and objectives, members, officials and office bearers are expected to undertake all their union related duties / actions in an ethical and principled way.
- 1.4 To assist in determining the ethical obligations of NTEU members, officials and office bearers, this code provides broad guidance on the manner members, officials and office bearers should undertake their union related duties / actions.

2. FUNDAMENTAL PRINCIPLES

The following ethical principles form the basis of this Code:

2.1 INTEGRITY

NTEU members, officials and office bearers are expected to:

- 2.1.1 conduct themselves with honesty and integrity;
- 2.1.2 maintain confidentiality of NTEU dealings when interacting with non NTEU members and others;
- 2.1.3 not take advantage of their NTEU status or authority in order to seek or obtain a benefit for themselves;
- 2.1.4 behave in manner that upholds the reputation and integrity of NTEU as a national body; and,
- 2.1.5 always strive to act in the best interests of NTEU as a corporate body.

2.2 DILIGENCE

NTEU members, officials and office bearers are expected to:

- 2.2.1 perform their duties diligently, efficiently and skilfully;
- 2.2.2 carry out NTEU decisions and policies faithfully and impartially; and,
- 2.2.3 be creative, seeking innovative ways to solve problems and enhance efficiency to the collective benefit of NTEU.

2.3 RELATIONSHIPS

NTEU members, officials and office bearers are expected to:

- 2.3.1 deal courteously with fellow NTEU members, having regard for cultural sensitivities and individual dignity;
- 2.3.2 avoid patronage, favouritism and unfair discrimination on such grounds of inter alia gender, race or religion;
- 2.3.3 protect the rights and freedoms of fellow NTEU members; and,
- 2.3.4 promote an environment free from harassment and discrimination.

2.4 PERSONAL CONDUCT

NTEU members, officials and office bearers shall:

- 2.4.1 loyally support the aims and objectives of NTEU as indicated in its Constitution;
- 2.4.2 not intimidate fellow NTEU members;
- 2.4.3 not make false accusations against a fellow NTEU member;
- 2.4.4 recognise fellow NTEU members' right to freedom of expression;
- 2.4.5 avoid unreasonable disruption of meetings; and,
- 2.4.6 not release MEDIA STATEMENTS or discuss NTEU matters with any member of the media, unless specifically authorised by national leaders where applicable.

3. PROCEDURE FOR THE REPORTING OF ALLEDGED VIOLATION OF THE CODE OF ETHICS

- 3.1 A NTEU member, official or office bearer in possession of information with regard to possible violations of the Code shall make a confidential written report to the General Secretary.
- 3.2 The General Secretary shall inform the responding party of the allegations of misconduct, where after the responding party must reply within 10 working days after notification, unless otherwise agreed to.
- 3.3 The General Secretary will draft a report for referral to the NEC for decision-making and possible further actions.
- 3.4 The complainant and responding party are notified of the above decision.

Please note: This Code of Ethics must be read, together with the Disciplinary Code and Procedure for NTEU members and office bearers