



ABC Policy- Code of Conduct

PRINCIPLES

The ABC is an independent media organisation providing broadcasting and digital media services within and outside Australia. This Code of Conduct outlines the required values, behaviours and standards which all ABC workers must demonstrate.

WHO AND WHEN

This policy applies to all ABC employees, all ABC suppliers, contractors and subcontractors, work experience students, interns and all ABC volunteers (Workers).

VALUES

ABC Values are the foundation of our work. ABC workers are expected to demonstrate the following ABC Values in all aspects of work:

Aim high

- We set high standards, prioritise action, and pursue excellence in all we do.
- Our focus is on delivering distinctive, relevant and impactful content for audiences.
- We give clear and thoughtful feedback, early and often, to drive our performance.

Think differently

- Curiosity and creativity drive us to explore new ideas even when they challenge our thinking or the status quo.
- We solve problems creatively, Look for smarter ways to do things, and are not afraid to act in the best interests of the ABC.

Take ownership

- We are accountable for our work from start to finish, reflecting on and applying Lessons Learned to the future.
- Our behaviour matters. We take responsibility for the impact we have on others.

Deliver together

- By collaborating across teams, we harness our collective expertise to deliver the best outcomes for audiences.

- We recognise and celebrate the contribution others make towards our shared success.

STANDARDS

ABC Workers must also conduct themselves in accordance with specified standards of behaviour as follows:

- Work and act with professionalism, care and diligence.
- Comply with any lawful and reasonable direction given by a person in the ABC who has authority to give such a direction.
- Treat colleagues and the public with respect and courtesy.
- Demonstrate ethical behaviour consistent with the best interests and good name of the ABC.
- Act in good faith, for a proper purpose and only use ABC resources and information for legitimate ABC purposes.
- Advise the ABC of criminal charge or conviction which is related to or impacts on the worker's ability to perform the inherent requirements of their job.
- Not engage in any behaviour which may constitute as unlawful bullying, discrimination, harassment, sexual harassment or victimisation of others. Such behaviour will not be tolerated by the ABC.
- Speak up about any behaviour which may constitute unlawful bullying, discrimination, harassment, sexual harassment or victimisation of others.
- Ensure activities including commercial, personal, and political relationships, do not constitute an actual, potential or perceived conflict of interest compromising the integrity, independence, impartiality and high standards of the ABC.
- Ensure you protect the ABC's reputation or the independence or integrity of ABC content where external activities, including public comment, may intersect with your professional life.
- Comply with all relevant legal and administrative requirements, including all ABC policies, procedures, guidelines and industrial agreements.

BREACHES OF ANY ABC POLICY, GUIDELINES AND PROCEDURES:

Any breach of ABC policies, guidelines and procedures must be dealt with in accordance with the relevant ABC employment agreement and may lead to disciplinary action, including possible termination of employment.

For contractors, a breach must be dealt with in accordance with the relevant contractual provisions and may result in termination of contract. Where a breach of policy constitutes a breach of any law, action may also be taken in accordance with that law by the ABC or concerned third parties.

ACCOUNTABILITY

Managing Director

RELEVANT PROCEDURES AND GUIDELINES

- [Anti-Discrimination, Anti-Bullying and Anti-Harassment Policy](#)
- [Conflict of Interest Policy](#)
- [Fraud & Corruption Policy](#)
- [Public Comment Guidelines](#)

DOCUMENT HISTORY

- Reviewed July 2025 (Endorsed by ABC Board July 2025)
- Reviewed June 2025 (Endorsed by ABC Board June 2025)
- Reviewed 2024 (Endorsed by ABC Board August 2024)
- Reviewed 2023 (Endorsed by PSC 10 May 2023, approved by ABC Board 9 June 2023)
- Created 2020 (Endorsed by ABC Board 26 Aug 2020, approved by Executive 23 July 2020)-
Superseded policy: Workplace Behaviour