



Code of Conduct

The Central Pontian Association of Melbourne & Victoria - Pontiki Estia

1. Purpose

The Central Pontian Association of Melbourne and Victoria - Pontiki Estia is committed to fostering a welcoming, respectful and inclusive environment for all members, volunteers, participants and visitors. Our organisation exists to preserve, promote and celebrate Pontian Hellenic culture, traditions, language and community spirit.

This Code of Conduct outlines the standards of behaviour expected of everyone participating in Pontiki Estia activities, events, programs and communications.

2. Our Values

Pontiki Estia operates according to the following principles:

- **Respect** – Treat all individuals with dignity and courtesy.
- **Inclusivity** – Welcome people of all backgrounds, ages, genders, abilities and cultures.
- **Community** – Foster cooperation, friendship, and mutual support.
- **Cultural Pride** – Promote and preserve Pontian heritage with integrity and authenticity.
- **Integrity** – Act honestly, responsibly and ethically in all organisational activities.
- **Safety** – Ensure our activities are safe and appropriate for all participants.

3. Expected Behaviour

All members, volunteers, participants and guests are expected to:

- Treat others with **respect, fairness and courtesy**.
- Support an environment that is **safe, inclusive and welcoming**.
- Follow the directions of committee members, event organisers and volunteers
- Respect cultural traditions and the purpose of Pontiaki Estia activities.
- Use appropriate language and behaviour at all times.
- Respect the organisation's facilities, property and equipment.
- Comply with all relevant **laws, regulations and venue rules**.
- Promote the reputation and values of Pontiaki Estia.

4. Unacceptable Behaviour

The following behaviours will not be tolerated:

- Harassment, bullying, intimidation or discrimination.
- Verbal abuse, threats or aggressive behaviour.
- Any form of **racism, sexism or discriminatory conduct**.
- Physical violence or threatening actions.
- Disruptive behaviour that interferes with events or activities.
- Damage to property belonging to Pontiaki Estia or event venues.
- Excessive intoxication or inappropriate behaviour at events.
- Misuse of social media that harms the reputation of Pontiaki Estia or its members.

5. Cultural Respect

As an organisation dedicated to Pontian Hellenic culture, we encourage participants to engage respectfully with cultural traditions, performances and community practices. Cultural heritage should be represented with dignity and authenticity.

6. Volunteers and Committee Members

Committee members and Volunteers have additional responsibilities to:

- Lead by example and uphold this Code of Conduct.
- Act in the best interests of Pontiaki Estia.
- Treat members and participants fairly and respectfully.
- Ensure activities are conducted safely and responsibly.

7. Reporting Concerns

If any person experiences or witnesses behaviour that breaches this Code of Conduct, they are encouraged to report the matter to a **committee member or event organiser**.

Reports will be treated respectfully and confidentially where possible.

8. Breaches of the Code

If this Code of Conduct is breached, Pontiaki Estia may take appropriate action, which may include:

- Verbal or written warnings
- Removal from an event or activity
- Suspension or termination of membership
- Restriction from participating in future activities

Serious matters may be referred to relevant authorities where appropriate.

9. Commitment

By participating in Pontiaki Estia activities, members, volunteers and guests agree to uphold this Code of Conduct and contribute to a respectful, welcoming and culturally enriching community.

Pontiaki Estia

Preserving and Celebrating Pontian Hellenic Culture

