CODE OF CONDUCT

Respectful and Inclusive Environment.

This statement establishes clear behavioural expectations to ensure a safe, respectful, and inclusive environment free from vilification, racism, hate speech, and antisemitism.

This Code of Conduct applies to all Mine Safety and Training Pty Ltd (MST) staff, students, contractors, partners, and visitors across all learning environments, including online platforms.

Definitions:

- Vilification refers to public acts inciting hatred or contempt based on protected attributes.
- Antisemitism refers to discrimination, harassment, or hate directed toward Jewish individuals or communities.

MST has zero tolerance for vilification, racism, antisemitism, hate speech, or extremist symbols. Behaviour must align with respect, dignity, and inclusion. This commitment includes preventing and responding to antisemitism and any other forms of religious intolerance.

MST does not tolerate antisemitic behaviour, hate, harassment or discrimination toward individuals or groups based on Jewish identity, culture or religion.

MST expects all individuals treat others respectfully, avoid hate speech, and refrain from displaying extremist or hateful symbols.

MST is committed to the following principles.

1. We treat others with respect.
2. We act with honesty and integrity, tranparency and openness.
3. We respect privacy and maintain confidentiality.
4. We promote best practice, work health and safety and training.

Support is provided for affected persons includes wellbeing services and referral pathways.

MST provides staff training on antisemitism, vilification, and inclusive behaviour, and staff must promote respectful engagement across all cultural and religious groups.

Any incidents involving racism, antisemitism, Islamophobia, or other forms of religious discrimination must be reported and managed in accordance with the Complaints and Appeals Policy.

Breaches may lead to warnings, suspension, termination, or external reporting depending on severity.

VERSION CONTROL

Version	Date Effective	Approved by	Amendment	Date of next scheduled review
1.0	1/10/2024	MD	Initial policy and procedure	1/10/2024
1.1	24/5/2025	PN	Alignment to 2025 Standards	24/5/2028
1.2	02/09/2026	PN	Minor update, business address	24/5/2028