

Voices

The E-Newsletter of Flourish, Vol. 1, No. 3, September 2016



Tasmania's Youth Suicide Rate Now Nation's Highest



A recent report has revealed that Tasmania's youth suicide rate is now the highest in the country. Youth workers are claiming that improperly targeted services and poor social indicators are responsible for the increase. Brett Maryniack from the Youth Network of Tasmania said, "Mental health issues are a huge problem in Tasmania, and the stigma is still around it, and there's still been very little work done to undermine [the stigma]."

Chief executive of online support service Reach-Out, Jono Nicholas, has said that there is no single solution to Australia's suicide rate. "This is a national tragedy that suicide is the leading cause of death of young people," Mr. Nicholas said. "The more we can get people feeling comfortable about mental health, the more we can get people feeling that they can get help and get care, it gives people hope, that's the critical thing." Reach-Out supports young people through a range of issues, including mental health.

In Tasmania, the female suicide rate is the highest among all the states and territories and higher than the national average, while the male rate is the second highest in Australia.



From The Editor's Desk

Well, here we are in spring, and daffodils and other spring blooms are popping up everywhere, whilst lambs are frolicking around the lush green pastures. It should be a period of joy, but alas, Tasmania's alarming suicide rate has dampened the spring spirit. As a community we really must do more. In a world where violence and hatred seems to be the order of the day, it was pleasing to receive a good news story from Patty, one of Flourish's northwest members. Patty has worked hard towards making 25 December a memorable day for many children in Africa, Asia and the Pacific region. You can read Patty's story in this issue of Voices.

Meanwhile, Flourish has more consumers coming on board the Consumer Representative Service program, which is great, because Flourish is getting more requests for consumer representatives. The Structural Review of Flourish, facilitated by Michelle Swallow, continues with an on-line survey completed, and focus groups scheduled for this month.

Changes to the Mental Health Act (Mental Health Amendments Bill 2016) are expected to go before the state parliament later this month. Flourish was asked to review the proposed legislative changes. The Act will undergo a more thorough and broader consultative review before 2020.

Contributions to the newsletter are not as forthcoming as this editor would like them to be. People are urged to consider a contribution or two. Any contributions can be to the monthly E-News, or the quarterly editions, i.e., January, April, July, and October. Items can be biographical, poetry, about mental health, your journey towards recovery, commentary on mental health related issues, or just an upcoming event reminder, however please take the time to read the submission criteria at the end of each newsletter issue. Photographs are always desirable.

A Really BIG Thank You



MI Fellowship



Everyone at Flourish; members, volunteers, RAG members, staff, and the Board, would all like to say 'thankyou' to all the wonderful people who have helped Flourish over the past 12 months.

Sometimes the assistance has been on a small scale and other times much more involved. So, to:

TasCOSS: Thank you for providing complimentary spaces on a training workshop

Colony47: Thank you for the use of your boardroom in Launceston

Richmond Fellowship: Thank you for providing an IT consultant, the use of your bus, and the use of meeting rooms in Launceston

MI Fellowship: Thank you for your generous donation of furniture

Anglicare Tasmania: Thank you for the use of your boardroom in the south and meeting rooms in the north



The Hobart Hearing Voices Group

The Hobart Hearing Voices Group (HHVG) is funded by Richmond Fellowship Tasmania, and is a peer led self-help group for people who experience problems with hearing voices. The group offers support and encouragement, with evidence indicating that people with problematic voices can improve their lives.

The HHVG offers a safe place to share experiences and consider different ways to make sense of hearing voices. Group members discuss effective coping strategies and suggest new ones, while supporting each other in their respective journeys, and encouraging social connection. Because

the first meeting can be a bit daunting for some, a support person is most welcome to attend, and can be a friend or family member.

The group typically operates in two parts. The first is an informal time when members share experiences, struggles, and successes from the previous week. Most participants agree this is the most rewarding part of the gathering. The second part of the meeting is more formal and devoted to learning. The HHVG can help people in a variety of ways such as offering new strategies to use when they hear distressing voices. Collectively the group can examine why someone thinks they are hearing voices, and that can be empowering. For new members there is immense relief in knowing they are not alone and they are in the company of people with similar experiences.

The HHVG is open to all adults who hear voices, regardless of diagnosis. There is no referral process. However, for people wishing to join the group it is advisable to contact the group facilitator first. There is ample car parking at the venue, but if you are catching a bus, please contact the group facilitator and she will arrange to meet you in the city before the meeting. There is no cost involved for members and afternoon tea is also provided.

The group's facilitator is Amber, who was a teacher until she became unwell in 2002, experiencing voices and depression. Her journey of recovery started in 2009.

Venue Details and Contact

Day and Time: Fridays between 2:30 – 3:30 pm

Venue: Richmond Fellowship C3 Convention Centre, Level 1/64 Anglesea St, South Hobart

Contact: Amber

Mobile: 0458 987 867

Email: hvhobart@rftas.org.au



Being A Good Samaritan Isn't So Difficult

While at TasTAFE last term my class did a thing called 'Operation Christmas Child'. We had to raise \$1500 in order to fill 100 shoe boxes full of gifts for children overseas that are less fortunate. It was fun getting items to raffle off so we could raise the funds to fill the boxes. I was getting the best part of the raffles and stuff to fill the boxes with. The teacher said if it wasn't for me, then it would not have been as good as a job as it turned out to be. Come Christmas I will be able to think of all the children overseas with big smiles on their faces when they see what they have in their boxes. That will make me smile, and I will be happy for them, as it will be my second Christmas without my dad and my 18th without my mum.

Patty, North West Region



What Is Operation Christmas Child?

Operation Christmas Child is a project run by Samaritan's Purse International Relief Australia. This year the agency is planning to hand deliver Christmas shoe box gifts to 370,000 children across seven nations. Shoe boxes are wrapped in pre-printed designs and filled with a variety of items. Each box is age and gender tagged and includes something to wear; something to play with; something for school; something to love; something special; and something for personal hygiene. In Cambodia last year, some 200 children were given shoebox gifts. One 9-year old girl quietly sat and read a booklet she had received in her shoebox, ignoring all the other gifts. Rowan, the National Manager for Operation Christmas Child in Australia watched the child's joy. "In those few short minutes, all the hard work that led to this moment gained immense value. I thought of every person, family and group that packed a shoebox, every volunteer who helped collect and pack those boxes for transport, and the amount of organisation in distributing those boxes to the kids.

Source: Samaritanspurse.org.au



A Champion Of Our Time ~ Gwen Jones

Gwen Jones was a passionate visionary with a dream. She wanted a mental health system where consumers had a say in legislation, policy, and procedures that affected them. She wanted to see reform that was meaningful and acknowledged as best practice, and she wanted a world where consumers actually had a say in how they were cared for and treated at the service level.

To that end, in 1999 Gwen established, and became coordinator of, the Tasmanian Mental Health Consumer Network (TMHCN). This was an organisation run by consumers for consumers, and a first for Tasmania. While the network did not formalize its structure until 2006, and was dogged by limited funding and governance issues, the TMHCN was able to achieve many of its goals. Achievements included the establishment of an office and a resource library; providing consumer representatives for projects and committees; preparing public policy submissions; engaging in promotional activities; producing newsletters; and holding a photographic exhibition.

When it was announced in 2007 that the 1996 Mental Health Act would be replaced by a new Act, Gwen ensured consumers had a strong voice during the consultation process. Also In 2007, and as a part of Mental Health Week, Gwen organised a public forum on advocacy, which was highly

successful. During 2008, more forums were held to discuss what a strong, effective and well-funded consumer organisation could look like.

In 2009, Gwen further ensured consumer's voices were heard when the TMHCN, in association with Anglicare Tasmania, produced a report, *Experts by Experience: Strengthening the Mental Health Consumer Voice in Tasmania*. Another of Gwen's passions was the idea that people with a mental illness could achieve recovery, be it clinical or personal, and escape the medical model with its endless medication and detention.

In 2010 the TMHCN was disbanded. However, in 2011 a new consumer organisation emerged like a phoenix from the ashes of the TMHCN, and that was Flourish. Tragically, Gwen took her life in 2010, but her unselfish dedication, vision, and passion, had laid the groundwork for Flourish. Gwen Jones truly was a champion of our time.

Primary source: Anglicare Tasmania 2009, 'Experts by Experience: Strengthening the mental health consumer voice in Tasmania', pp. 62-65.

If this article, or any other story in this newsletter, causes you distress and you feel you need to talk to someone, please contact any of the following: Lifeline: 131114, Beyondblue: 1300 22 4636 (www.beyondblue.org.au), Suicide Call Back Service: 1300 659 467, SANE Helpline: 180018 7263 (www.sane.org).



World Suicide Prevention Day

September 10 is World Suicide Prevention Day. Suicide Prevention Australia's (SPA) national conference was held in Canberra recently and the papers from that conference are now available via their website (<https://www.suicidepreventionaust.org/>). SPA has an ambitious plan to see the suicide rate in Australia halved within 10 years.

Australian Bureau of Statistics data released in March 2016, shows that 2,864 Australians took their own lives in 2014. That equates to more than seven people dying every day across Australia. In Tasmania the female suicide rate is the highest among all the states and territories and higher than the national average, while the male rate is the second highest in Australia. Alarmingly, the latest reports indicate that Tasmania's youth suicide rate is now the highest in the country.

Unfortunately, people with a mental illness are at an even higher risk of suicide than the general population, and often their suicide ideation is masked by their mental illness.

Borderline Personality Disorder; 45 times increased risk

Depression; 20 times increased risk

Bipolar Affective Disorder; 17 times increased risk

Opioid use; 14 times increased risk

Anorexia Nervosa; 31 times increased risk

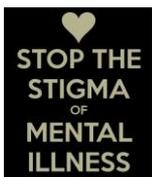
Alcohol misuse or dependence; 16 times increased risk

Suicide affects not just the person who ends their life, but also their immediate and extended family. Suicide also affects friends, neighbours and work colleagues, and in turn that can affect those they know so one death can have a huge knock-on effect.

That knock-on effect doesn't stop with people. The cost to the community in dollar terms is significant, especially when compared to how little money is directed towards prevention and awareness programs. A 2013 report by KPMG estimated the economic cost from suicide at \$1.7 billion. In Tasmania, the cost was estimated at \$53 million.

It is clear that more needs to be done, and done a lot better. This means a better understanding of the multi-dimensional nature of suicide and taking a more targeted approach to stopping what are unnecessary deaths. The Tasmanian government's recent release of suicide prevention strategies is a start, but there is still a long way still to go.

Sources: Suicide Prevention Australia; Assoc. Prof L. Lambeth, Department of Health and Human Services, 2015; O'Connor, T 2016, 'Tasmania's youth suicide rate highest in the country, prompting calls for better targeted services', Australian Broadcasting Corporation, 14 August; KPMG 2013, 'The economic cost of suicide in Australia', <http://menslink.org.au/>; National Health and Medical Research Council Centre of Research Excellence in Suicide Prevention, 2015, <http://www.blackdoginstitute.org.au/>



Stigma And Discrimination

The word 'stigma' is Greek in origin and was used to describe a mark or scar. Within the mental health domain stigma is related to a lack of knowledge about mental illness; a fear of people with a mental illness; and prejudice and discrimination against people with a mental illness. People living with mental illness often describe stigma as being worse than the illness itself.

The single most common perception by the public concerning people with a mental illness is that they are dangerous. The World Health Organisation (WHO) maintains that government policies that increase the stigma associated with mental illness further worsens stigma and discrimination. Unfortunately, that is what we are now seeing with the Australian Government's attempt to link mental illness to terrorism.

Education is the key to ending passive and active stigma and discrimination. Politicians and governments need to be better educated about mental health issues, including the false believe that people with a mental illness are more dangerous than anyone else by virtue of their illness. The fact that there exists specialist mental health legislation that allows forced detention and treatment says a lot about how governments view mental illness compared to how people with cancer or other treatable illnesses are viewed.

The Australian media frequently contribute to stigma, either unwittingly or through ignorance, despite having access to Mind-frame, an educational tool for journalists that provides informed reporting of

mental health issues. The 24-hour news cycle also means stories are being reported within hours of an event occurring, meaning there is not always the time to do background research.

Putting mental health into the public consciousness in a positive and meaningful way doesn't happen overnight. It is a process that needs repeating as often as possible. Just as a river might shape the environment through constant erosion, mental health consumers can shape attitudes to mental illness through constantly eroding old inveterate beliefs. The right to freedom and equality are basic human rights that most people take for granted, but which consumers must fight for, whilst always remaining mindful that they might be labelled as dangerous or worse still, a possible terrorist.



Dannii Lane, Mental Health and Human Rights Advocate



Mental Health Amendment Bill 2016

A proposal to amend the Mental Health Act (2013) will go before the Tasmanian parliament later this month. The Mental Health Amendment Bill (2016) contains changes intended to improve the Act's operation. However, expediency and efficiency of a government service often comes at a price, and in this instance, it is patients who will be most affected.

One proposed amendment is Section 55 of the Act: Urgent Circumstances Treatment. The current requirement is that the Chief Civil Psychiatrist (CCP) authorises treatment under this section. A change will see that authority handed to a medical practitioner as a means of expediency. This means the CCP safeguard currently in place will no longer exist.

Another concern is a new section: S. 54A. This allows emergency treatment of involuntary patients, in part to protect the safety of another person. Under S. 54A emergency treatment would be ineffective. Restraint will not be an allowable option (Amendment 5. S. 6, ss. 3).

Yet another concern is Section 181, whereby the Mental Health Tribunal wants to extend review times for Treatment Orders from the current 30 days to 60 and from 90 days to 180, where a Treatment Order remains in effect. Exposing patients to possible maltreatment, or impinging on their rights in the name of administrative and clinical expediency is treading dangerous ground.



Consumer Mentoring Workshop

Last month, Rosemary and Dannii, two experienced members from the Flourish Consumer Representative Service (CRS) participated in an informal training session in Hobart for some of Flourish's newest reps. The workshop was facilitated by Flourish's Hermione Hickling. Discussion covered a broad range of subjects, including confidentiality, conflict of interest, meeting protocols, as well as the wide range of positions available to CRS members and the skills required.

Mental Health News



UTAS Building Access To Justice: Overcoming Inequities

The Tasmania Law Reform Institute and the Melbourne Social Equity Institute invite you to be part of a community forum on measures to build access to justice and overcome inequities for children, people with disability and complex communication needs in Tasmania. The forum will be held in the Law Seminar Room 132, between 9:30 am and 12:00 pm on Friday 23 September at the University of Tasmania's Faculty of Law building in Sandy Bay. Morning tea will be provided. Presenters will be:

- Ms. Robin Banks, Anti-discrimination Commissioner
- Ms. Jenny Dixon, Speak Out Advocacy
- Prof. Bernadette McSherry, Melbourne Social Equity Institute
- Ms. Teresa Henning, Tasmanian Law Reform Institute
- Dr. Ruth McCausland, University of New South Wales
- Dr. David Plater, South Australian Law Reform Institute.

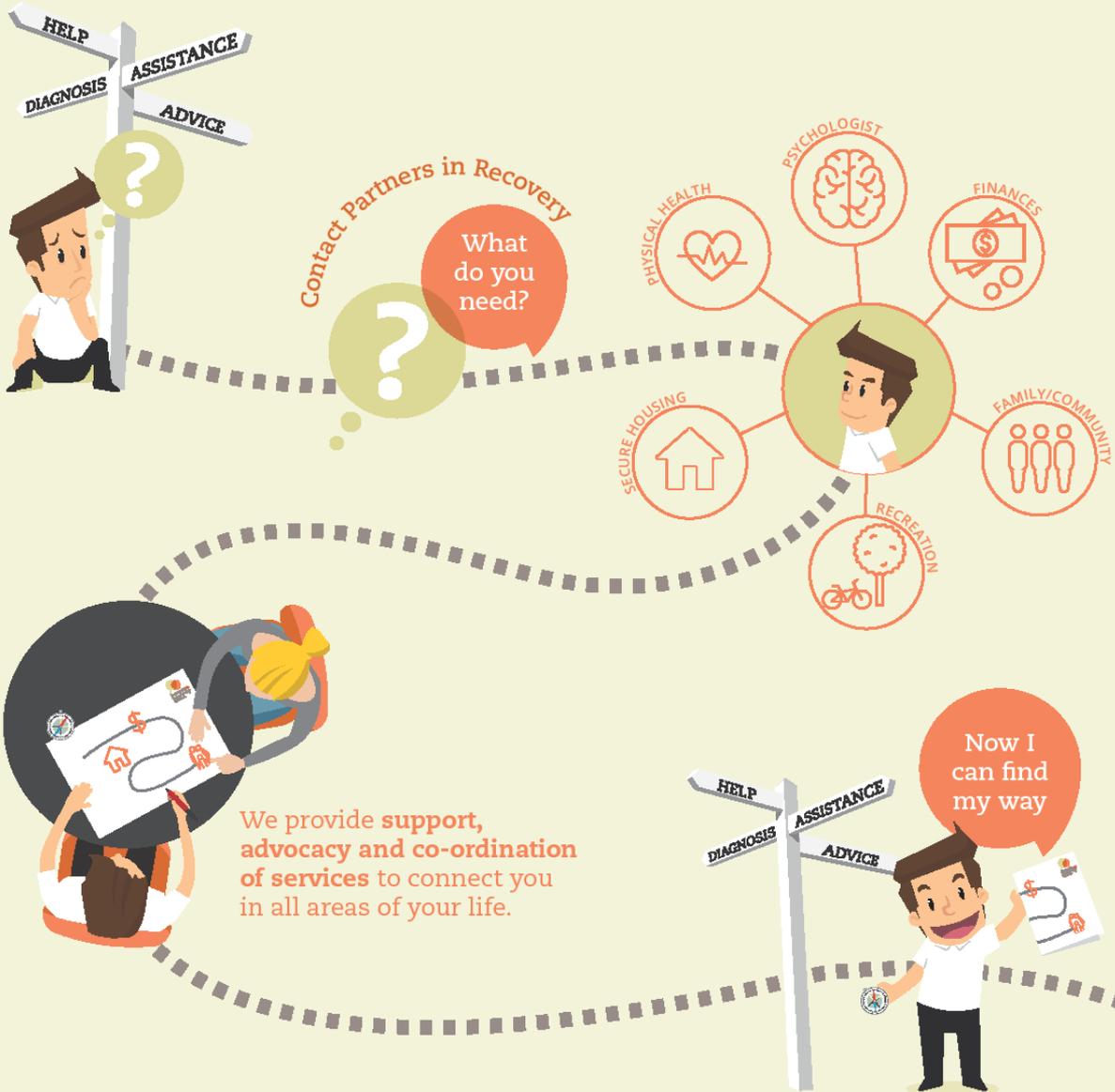
You can register for this free event at: <https://www.eventbrite.com.au/e/building-access-to-justice-overcoming-inequities-tickets-26963443385>.

For further information contact: Rikki Mawad, Tasmania Law Reform Institute, phone: 62 262 042

Workplace Mental Health: An Action Plan For Australia

Luminous Events warmly invite you to attend an exciting inaugural event at the Hobart Conference and Function Centre on 13 and 14 October. Hear what is happening internationally in research, policy and practice. Contribute to the development of a collectively authored white paper with the University of Tasmania (UTAS) Work, Health & Wellbeing Network. To register your interest go to: <https://goo.gl/80gLOR>

Need support with your recovery journey from mental-ill health?



 **1ⁱⁿ3**

Australians experience mental illness at some stage in their life.

 **Partnersⁱⁿ Recovery**
TASMANIA

Call us on: 1300 827 747 – 1300 Tas PIR
Visit our website: www.pirtasmania.com.au



Stop Male Suicide Workshop

Stop Male Suicide is committed to helping prevent male suicide in Australia. One way we do this is by designing, developing, and delivering a range of seminars, talks, workshops and training aimed at anyone concerned with or interested in taking action to Stop Male Suicide.

On 7 December 2016 there will be a Male Suicide Prevention seminar in Hobart. The aim is to bring together some of the key people concerned with, and committed to, taking action to Stop Male Suicide. The event will provide a great opportunity for networking, sharing experiences and expertise and gaining new knowledge and insights.

The seminar will cover four key areas: Facts, theories and first person accounts; Sharing best practice in male suicide prevention; Reflecting of different ways to respond to men's high male suicide rate; and exploring new solutions, commitments and actions to Stop Male Suicide in Australia. Please make a note of the date and send us an email to reserve your place or propose a speaker to: StopMaleSuicide@gmail.com.

For more information visit <https://stopmalesuicide.com/seminars/>



Human Rights Week Tasmania 2016

Nominations are open for the 2016 Tasmanian Human Rights Awards. Anyone can nominate an eligible person, group, or organisation they think deserves to be recognized, and who satisfies the criteria for an award. Nominations close at 5:00 pm on Friday 30 September 2016. For more information and nomination forms visit our web site: <http://www.afairerworld.org/>

Nine awards are given annually in Tasmania:

- Individual Award
- Youth Award
- Organisation Award
- A Fairer World School Award
- Multicultural Award
- LGBTI Award
- Lucy Henry Mental Health Award
- Angus Downie Print Journalism Award
- Robin Hood AM Sport Award



October 25 is the Blue Knot Foundation's annual awareness day. It is a day when we ask all Australians to unite in support of the 1 in 4 (5 million) Australian adult survivors of childhood trauma and abuse. One way to help is to enter our photo competition. Each year a competition is held as a way to bring the community together through imagery. First prize is \$1,000 cash. Second prize is \$500, and third prize is \$250. Entry is free and the competition is open to everyone 16 years or older. All entries must feature a blue knot and follow the theme of 'Together we lead the way to survivor recovery'. Up to 20 finalist entries will be selected for an exhibition. All submissions are to be made online via our website. Each individual entrant can submit up to 3 high-resolution photographic images. The competition is limited to still photography. Substantial digital manipulation is not permitted, but slight enhancement is. Entries close at midnight on 9 October 2016. Finalists will be notified by phone or email by 14 October 2016. For more details go to: <http://www.blueknot.org.au>



Tasmanian Government **2016-17 State Budget And Mental Health**

The state government has committed \$3 million over the next 4 years to support the implementation of the Rethink Mental Health 10-year plan. The government indicated the funding will go towards the following initiatives: Establishing a peer workforce in public mental health services; Supporting primary health and in particular GPs to be the front end of mental health care; and, implementing the Safe Wards model in public mental health services. Some of the funding will go towards the government's suicide prevention strategies, while the Patients First program will receive \$5.4 million, which it is hoped will make for better management of demand in Emergency Departments. Importantly, part of this funding will ensure continuation of the Psychiatric Emergency Nurses presence in the emergency department at the Royal Hobart Hospital.

Source: Mental health Council Tasmania, <http://www.mhct.org/mhct-state-budget-wrap/>



Federal Government Targets Welfare Recipients

The federal government is planning welfare cuts so they can save \$1.3 billion over four years. At the same time the government intends to reduce taxes for people earning more than \$80,000 p.a., while offering companies \$48 billion in tax cuts. Many Australians, who are already living below the poverty line, stand to lose between \$8 and \$14 dollars a fortnight when the government stops

paying the energy supplement. A few dollars doesn't sound much, but if you are on the pension, it can mean the difference between staying warm or eating a meal. The Australian Council of Social Service (ACoSS) has labeled the cuts unconscionable.

Source: Taylor, L 2016, 'Axing clean energy supplement has barely caused a ripple, but it should', *The Guardian*, 13 August



Mental Health Week 2016

Family Fun Day - Fun for Healthy Minds 7th October

Soundshell and Park, Ulverstone

12:00 pm – 4:00 pm

Contact: Bekah Hayes, Wellways Burnie. Phone: 0400 364 317

Email: bhayes@mifellowship.org

Colony 47 Good Vibes on the Green 12th October

Parliament Lawns

10:00 am – 12:00 pm

Contact: Louise Cornish

Email: louisec@colony47.com.au

Glenorchy LINC Expo 13th October 2016

10:00 am – 12:00 pm

Contact: Jill Sleiters, Coordinator Community Development, Glenorchy City Council

Phone: 03 6216 6780

Email: jsleiters@gcc.tas.gov.au

Launceston Expo 20th October 2016

LINC Launceston Rooms on the 2nd floor

Starting at 10:00 am

Contact: Alison Filgate, Community Liaison Officer

Phone: 03 6335 3100

Mobile: 0400 476 894

Email: afilgate@csys.com.au



New Chief Civil and Forensic Psychiatrist

Prof. Ken Kirkby, Professor of Psychiatry at the University of Tasmania, has been appointed as acting Chief Civil and Forensic Psychiatrist (CCFP). He took on the role last July and will hold the position while a recruitment process seeks a permanent replacement. Ken has previously served as Tasmania's Chief Psychiatrist, plus as a board member of BeyondBlue, and on the Australian Rotary Health Grant Panel. Ken's research interests include computer-aided behaviour therapy for

anxiety disorders, electronic health records, epidemiology and genetics of psychoses, outcome measurement, psychopharmacology of amnesia, and the history of psychiatry.

Source: MHADD, <https://www.ranzcp.org>



New Head of Department (Adult Mental Health South)

Assoc. Prof. Len Lambeth recently resigned from his position as Chief Civil and Forensic Psychiatrist to take on the role of Head of Department - Adult Mental Health South. Len brings to the position a wealth of experience and knowledge. He expects to have a very much 'hands on' approach to mental health care and management.

Source: MHADD, Image: The Mercury

Comments And Submissions

Feedback is always welcome. This can be done via SharePoint, e-mail, phone, or mail. Newsletter content does not necessarily reflect the views of the Flourish Board or staff. Flourish is not responsible for, and refutes all liability for, damages of any kind arising out of use, reference to, or reliance on any information contained within the newsletter. There is no guarantee the information provided in the newsletter is correct, complete, or up-to-date. Although links may be provided to Internet resources, including websites, Flourish is not responsible for the accuracy or content of information contained in these sites.

The next edition of Voices is due out 3 October. Deadline for articles is 26 September.

Newsletter guidelines

Submissions should be neatly written or typed articles. A maximum of 500 words per story applies. More than one article per person is welcome, but dependent on space and other restrictions, publication is at the editor's discretion. The editor reserves the right to edit spelling, punctuation, and if needed, grammar. Articles will not be otherwise altered without the permission of the author. Contributors may be anonymous, use only their first name, or use their entire name. If reporting on project/policy committee involvement, it is the responsibility of the author to check with the relevant organisation and/or the Flourish CEO, to ensure that confidentiality is not being breached.

Flourish Membership

Membership of Flourish is free and open to all Tasmanian residents who have a lived experience of mental illness and/or have experience in and an understanding of mental health issues. To apply for membership complete the attached form and agree to the Flourish Code of Conduct. If you would like to discuss membership in more detail, please phone our office on 03 6223 1952 or email admin@flourishtas.org.au

First Name:	Last Name:
Address	
Town	Postcode
Telephone:	Mobile:
Email:	
Preferred method of contact:	Age Range: (circle one) 18-25 26-35 36-45 46-55 56+
Do you have any special needs, e.g. mobility?	I agree to have my name listed on the Flourish website as a Member of the Organisation? Yes / No
I agree to Flourish disclosing my contact information to other members for the purposes of contacting me about relevant matters? Yes / No	
*Signature of applicant:	Date: ___/___/___ *By signing this application you have read and agreed to the Flourish Code of Conduct.
Office use only Application processed ___/___/___ Board Approval Y / N ___/___/___	Office use only Information on register ___/___/___ Letter sent to applicant ___/___/___

Flourish Code of Conduct

This policy sets out guidelines for working relationships of Flourish members. The term 'members' refers to employees, Board Members, volunteers, Regional Advisory Group members, and work-experience students of Flourish. Flourish seeks best practice in management and governance as a community organisation. Therefore, all members are required to sign the code of conduct. Flourish expects a high standard of behaviour from members at all times and there is an expectation that members will conduct themselves in a professional manner. This code underpins other policies such as Anti-Discrimination and Harassment Policy. Where members breach the Code of Conduct, disciplinary action may be initiated. The following principles form the Code of Conduct:

Members work in a professional manner, adhering to relevant professional and organisation codes' of ethics and working with respect, fairness and integrity at all times.

Legislation such as Workplace Health and Safety and the Anti- Discrimination Act are adhered to. Flourish policy and procedures are adhered to, such as Anti-Discrimination and Harassment, Complaints, Privacy and Confidentiality.

Members are respectful of colleagues and work to resolve conflict in an appropriate manner.

Members conduct themselves professionally with stakeholders at all times and do not act in a manner that might jeopardise the safety of others or themselves or bring the name of Flourish into disrepute.

Members show due care when using all assets and property belonging to Flourish.

Members are aware of diversity in the workplace and are respectful of others.

Members are aware of harassment and bullying issues, discrimination and sexual harassment.

The Code of Conduct also mandates the need for appropriate working relationships and the resolution of conflict in a safe and respectful manner. Flourish expects members to resolve problems in a positive way and encourages them to pursue ways in which interpersonal relationships can be improved. Where conflict is not resolvable members should refer to the Grievance Policy or the Bullying and Harassment policy.

I understand and agree to abide by the Flourish Code of Conduct.

Member's name:

Position:

Signature:

Date: