

APS Member Community Charter

Policy

May 2026

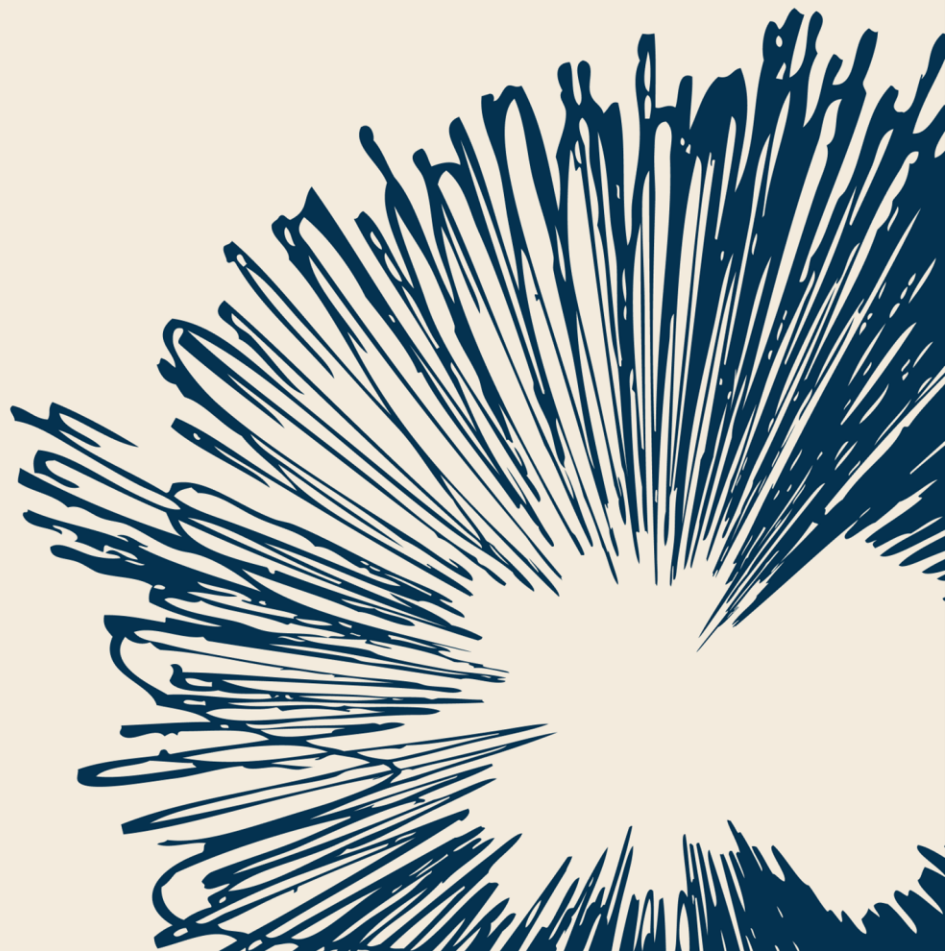


Table of Contents

1. Introduction.....	3
2. Purpose	3
3. Scope and application	3
4. Relationship to Other Standards and Obligations	4
5. APS Values.....	4
6. Core Principles for Conduct in the APS Community.....	4
7. Expected Behaviours	5
8. Behaviours of Concern	6
9. Raising Concerns and Early Resolution	7
10. Responding to Breaches of the Charter	7
11. Review and Continuous Improvement.....	7
12. Associated Documents.....	7
13. Administration	7

1. Introduction

The Australian Psychological Society (APS) is a professional community of psychologists and other people who contribute to advancing psychology and supporting the wellbeing of individuals and communities. As a professional community representing the psychology profession, APS sets expectations for how people engage with one another, recognising the impact our behaviour has on others and on the strength of the community as a whole.

Professional culture is shaped not only by how concerns or conflicts are addressed, but also by the everyday interactions between members, volunteers, staff and other people who contribute to the APS community. Respectful, constructive and inclusive engagement, grounded in kindness and consideration for others, helps strengthen the profession and supports a collaborative professional environment.

This APS Member Community Charter sets out the standards of behaviour expected within the APS community and supports a culture in which people engage with one another in ways that reflect the responsibilities and values of a professional community.

2. Purpose

The APS Member Community Charter outlines the standards of behaviour expected when members interact within the APS community.

The Charter:

- describes the principles that guide conduct within the APS community
- provides examples of behaviours that support these principles
- identifies behaviours that may raise concern

The Charter operates alongside relevant legal, regulatory and professional obligations but focuses specifically on conduct within the APS community.

3. Scope and application

This Charter applies to conduct between members of the APS community, including:

- APS members
- APS Board members, including independent Board members who may not otherwise be APS members
- APS volunteers and committee members
- APS staff
- contractors and others participating in APS activities

For the remainder of this document, the term “member/s” refers to anyone included in the APS community.

Members who hold leadership roles within APS (e.g. APS Board members, APS committee members) are expected to model these standards and are held to a higher level of accountability in accordance with their role-specific responsibilities.

Additional role-specific responsibilities are outlined in relevant APS governance documents, including the Code of Conduct: APS Board, Board Committees and other Company Officers, as well as applicable Committee and Board policies.

This Charter applies to interactions that occur in APS contexts, including:

- APS events and meetings

- APS committees and working groups
- APS communications and professional forums
- APS online platforms and communities

The Charter may also apply to behaviour in public forums, including social media, where individuals identify themselves as APS members, volunteers or representatives, or where their APS role or affiliation is publicly visible, or where commentary relates directly to APS or its community.

4. Relationship to Other Standards and Obligations

This Charter does not replace other professional, legal or regulatory obligations that may apply to APS members, such as the Psychology Board of Australia Code of Conduct for psychologists.

Members remain responsible for complying with relevant laws, regulatory codes and professional standards.

This Charter focuses specifically on behaviour within the APS community.

5. APS Values

This Charter supports the APS values of:

- Stronger Together
- Respect in Every Action
- Forward Thinking
- Professional Integrity

The principles and behaviours outlined below reflect how these values are expressed through conduct within the APS community.

6. Core Principles for Conduct in the APS Community

APS members contribute to a professional community built on respectful, constructive and considerate engagement.

The following principles describe the standards of behaviour expected when interacting with others within the APS community.

6.1 Kindness and Consideration

Members engage with others in ways that demonstrate consideration for how their behaviour may affect others.

Kindness involves recognising the perspectives and experiences of others and interacting in ways that support constructive professional relationships.

6.2 Respect and Civility

Members interact with others respectfully and maintain constructive dialogue, including when there are differences of opinion.

Civility supports open discussion while ensuring interactions remain respectful and constructive.

6.3 Safety and Inclusion

Members contribute to a professional community where people feel safe to participate and share perspectives.

Members actively contribute to creating and maintaining an environment that is respectful, inclusive and psychologically safe.

6.4 Constructive Engagement

Members participate in APS interactions and activities in ways that support collaboration, professional dialogue and the effective functioning of the APS community.

7. Expected Behaviours

The examples below illustrate behaviours that support these principles in practice, including consideration for others, awareness of impact and constructive engagement, and are intended as a guide to how these principles may be demonstrated in the APS community.

7.1 Kindness and consideration

Examples may include:

- Acknowledge the contributions and expertise of others
- Allow others to contribute without interruption
- Listen to different perspectives with openness
- Consider how written and verbal communication may be experienced by others

7.2 Respect and civility

Examples may include:

- Engage with others respectfully, focusing on ideas rather than individuals
- Respond to disagreement constructively
- Communicate concerns respectfully
- Use respectful and appropriate language

7.3 Safety and inclusion

Examples may include:

- Treat others with dignity and respect
- Engage respectfully with diverse perspectives
- Actively contribute to an environment where people feel safe to raise ideas, perspectives and concerns
- Be mindful of power dynamics and use influence responsibly

7.4 Constructive engagement

Examples may include:

- Participate in APS interactions in good faith
- Raise concerns through appropriate channels
- Engage in professional dialogue respectfully
- Represent APS responsibly

8. Behaviours of Concern

Behaviours of concern are actions or patterns of behaviour that are inconsistent with the principles set out in this Charter and that undermine respectful, constructive or psychologically safe engagement within the APS community.

Some behaviours may be low-level but still harmful to professional relationships and the functioning of the APS community. Addressing concerns early can help prevent escalation.

The examples below illustrate behaviours that may raise concern. They are not intended to be exhaustive. Further illustrative examples are provided in the APS Member Community Charter – Behaviour Guidance.

8.1 Disrespectful or Hostile Conduct

Examples may include:

- Speaking to others in a hostile or aggressive manner
- Repeated interruption or dismissive responses during discussions
- Belittling, sarcastic, derogatory or dismissive remarks (including in written or online communication)
- Dismissing or undermining the contributions or expertise of others
- Raising concerns in a confrontational or disrespectful manner

8.2 Bullying, Harassment or Intimidation

Examples may include:

- Repeated behaviour intended to intimidate or undermine another person
- Verbal abuse or threatening language
- Persistent hostile communication directed at an individual
- Behaviour that creates an intimidating or hostile environment

8.3 Exclusionary or Discriminatory Behaviour

Examples may include:

- Behaviour that marginalises or excludes individuals from professional discussions or activities
- Discriminatory conduct based on identity, background or personal characteristics
- Behaviour that discourages participation in APS forums or activities

8.4 Disruptive or Unconstructive Participation

Examples may include:

- Repeatedly escalating concerns in ways that are hostile or disruptive
- Refusing to engage constructively in professional dialogue
- Behaviour that interferes with the ability of APS members, volunteers or staff to carry out their roles

8.5 Conduct that Undermines the APS Community or Reputation

Examples may include:

- Making statements about APS members, volunteers, staff or leadership that are inaccurate, misleading or not supported by available information
- Engaging in public commentary intended to harm the reputation of APS
- Using APS roles, titles or affiliation in public forums in ways that misrepresent APS positions or undermine the APS community
- Behaviour that may bring the APS into disrepute or hinder its pursuit of its stated objectives

9. Raising Concerns and Early Resolution

Members are encouraged to raise concerns about conduct early and, where appropriate, address issues directly and respectfully. Members are encouraged to do so in a way that reflects the principles of this Charter, including kindness, respect and consideration.

Early resolution may involve constructive discussion between the individuals involved.

Members are encouraged to approach these discussions with openness to feedback and a willingness to reflect on how their behaviour may have been experienced by others, with a focus on constructive resolution.

Where concerns cannot be resolved directly, matters may be addressed through the Charter Resolution Process.

10. Responding to Breaches of the Charter

Where concerns are raised about behaviour that may breach this Charter, APS may respond in accordance with the APS Member Charter Resolution Process.

Responses may include informal resolution, mediation or other actions depending on the nature and seriousness of the concern.

11. Review and Continuous Improvement

This Charter will be reviewed one year following implementation and every two years thereafter.

12. Associated Documents

This Charter should be read alongside the following supporting documents:

- APS Member Community Charter - Resolution Process
- APS Member Community Charter - Behaviour Guidance

13. Administration

Date	Approver	Description
May 2026	Board	Approved
May 2027	Board	Due for review

Members of the APS Member Community Charter Working Group comprised:

Judy Marty FAPS, Chair, APS Vice President

Andrew Chua MAPS, APS Board Director

Zena Burgess FAPS, APS CEO

Anthony Cichello FAPS, Fellow

Ros Knight FAPS, Fellow

Hayden Fricke MAPS, Member

Gosia Stasinski MAPS, Member

Vivienne Heng, Student member

Khaled Kamalmaz, Early Career member

The APS would like to acknowledge and sincerely thank the members who so kindly contributed their time, knowledge, experience and evidence-based research to the development of this Charter and its associated Charter Resolution Process and Behaviour Guidance.

The Australian Psychological Society Limited
psychology.org.au



PO Box 38, Flinders Lane, VIC 8009
contactus@psychology.org.au
Toll free 1800 333 497
(03) 8662 3300

ABN 23 000 543 788

© The Australian Psychological Society Limited

