



Council for
Intellectual Disability



Ethical Framework



Our vision

We want a community where all people with intellectual disability are valued.

We believe people with disability should have the same opportunities as everyone else.

CID works with and for people with intellectual disability to make sure the community

- protects rights
- includes everyone
- supports people well





What we do

- ✔ We help people to get information and make decisions.
- ✔ We speak up about big issues for people with intellectual disability.
- ✔ We support people in leadership positions.
- ✔ We want people to trust us to do this work.





Purpose

This Ethical Framework is for CID board, staff and members.

It helps us tell people about how we do our work.

It says what CID's values and principles are.

It says how we behave toward each other and the people we work with.

It is a guide to help us do the right thing as CID people.



What is the Framework?

The Ethical Framework guides us about things like

- how we should treat each other
- how we should treat the other people and organisations we work with
- how we should make decisions

The Ethical Framework has tools to support ethical decision making and behaviour.





What we do



Our values



Principles



**Living our values
and principles**



Supports and tools



Framework

Our values



1. Respect

We respect differences and strengths in all people and we treat everyone with kindness.



2. Fairness

We are fair and we expect fairness from others.
We are accountable for our words, actions and work.



3. Working together

We work together to make change.



4. Progress

We try new ideas and use our strengths to make things better.



5. Integrity

We can be trusted to do what we say we will do.







Our principles

We believe people with disability have the right to

- ✓ respect
- ✓ be a part of the community
- ✓ develop their skills and abilities
- ✓ services and support like everyone else
- ✓ make choices and to have information to make choices
- ✓ make decisions and have support to make decisions

- ✓ get support in a way that restricts them as little as possible
- ✓ make complaints without getting into trouble
- ✓ protection from neglect, abuse and exploitation
- ✓ support from their family and friends
- ✓ advocacy to help them make decisions

We also believe children have the right to stay living with their families and develop their independence with help.





I ask for help and support when I need it

I try to understand other opinions

I tell the truth

I actively support the safety, health and wellbeing of others

I try to be a good role model

I do what I say I will do

I treat everyone fairly and with respect

I help others to speak up

I do the best I can

I work hard to get results



As a CID person...





Support and tools for staff

You can get support to talk through difficult situations.

If you are in a situation where you are not sure how to behave you should talk to your manager.

If the issue is urgent and your manager is not available you can talk to any manager at CID.

You can also use the Ethical Framework in

- support and development
- your team meetings





Policies to guide us

CID's policies help guide staff and board on how we should behave. All staff and board members have access to our policies.

Key policies include

- Code of Conduct
- Support and development
- Complaints and feedback
- Conflict of interest
- Debit card use
- Delegations of authority
- Disciplinary procedures
- Grievance
- Bullying and harassment
- Inclusion and participation
- Mental health and wellbeing
- Work, health and safety





Support and tools for members

If you are not sure how to behave at CID you should talk to

- other CID members
- a CID mentor if you have one
- the CID staff member you are working with
- a CID manager

You can also look at your CID member handbook.





For all CID people

CID members and staff agree to behave in ways that show our values and principles.

We are all responsible for speaking up about behaviour that does not follow the Ethical Framework.

We need to help each other to do the right thing.

If you have concern about the way a CID person is acting, you can talk to the person directly.

This is the best thing to try first.

Talking can solve the problem.





If talking does not help

- staff can talk to a manager or a senior manager
- members can talk to the staff person they are working with or a manager
- board members can talk to the Board Participation Officer, the CEO or the Chairperson

The aim of these conversations is to talk through and sort out the problem.





Serious problems

If CID people behave in a way that is against our policies it may result in disciplinary action.

This could mean

- talking to the person
- giving them a warning

For serious problems, the CEO or board will decide what action should be taken. Any action taken will be fair and will follow CID policies.

In a very serious case the CID person may have their employment ended or their membership removed.

If CID has concerns about a law being broken we will talk to the police or relevant authority.







My commitment

Please sign and return to your CID contact person or email to info@cid.org.au

My details	
First name:	Surname:
<input type="checkbox"/> I have read and understand the Ethical Framework.	
<input type="checkbox"/> I agree to follow the Ethical Framework in all my work with CID.	
Signature:	Date:



The CID Ethical Framework was developed in consultation with CID staff, members and board.

It was launched by the board on 13 October 2020.

The CID board will review the Framework in 2022.



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Contact CID



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