

❖ NOTICE ❖



4.05 247 Coward St Mascot NSW 2020

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TO: ALL ALAEA MEMBERS

RE: HATE SPEECH AND ONLINE CONDUCT

Dear Member,

We've recently seen hateful content linked to current events circulating on social media. Some of this material targets people based on race or religion, and in some cases, promotes violence.

At times like this, it is especially important we stand together, across faiths, backgrounds and communities, with respect and humanity. We expect all members to uphold this principle and to conduct themselves in a way that reflects the values of our profession and our community.

To be clear: Sharing, reposting, endorsing or encouraging hate material (including calls for violence) is unacceptable.

Depending on the content and circumstances, such conduct may breach employer policies and codes of conduct and may lead to disciplinary action, up to and including dismissal. It may also contravene Australian laws and expose individuals to potential criminal consequences.

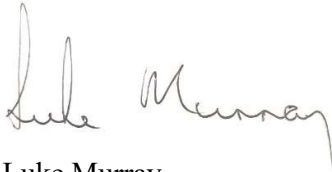
We also want to be clear about the Association's role and responsibilities. If a member is dismissed for posting or distributing hate material or inciting violence, the ALAEA may be limited in its capacity to advocate on that member's behalf, especially where the conduct is serious, intentional or plainly breaches workplace expectations and community standards.

We encourage members to pause before posting, sharing, commenting or liking content online, especially where material is inflammatory, dehumanising or promotes harm. If you are unsure, the safest course is not to engage or amplify it.

If you have concerns about content circulating in your workplace or online, or you need advice about your obligations, please contact ALAEA for confidential guidance through the usual member channels.

Your words and actions matter, both online and offline. Thank you for helping us foster a respectful, safe community for everyone.

Regards,



Luke Murray
Federal Secretary



Rod Wyse
Federal President



Glynn Sowter
General Manager