

The Healing Foundation ethical partnership statement & code of conduct

Purpose

The purpose of the Aboriginal and Torres Strait Islander Healing Foundation Limited (The Healing Foundation) Ethical Partnership Statement & Code of Conduct (Ethical Partnership Statement) is to establish The Healing Foundation's expectations of its partners. The Healing Foundation expects its partners to uphold professional standards of behaviour and conduct that are in line with The Healing Foundation's objects, vision and mission when partnering with The Healing Foundation and its stakeholders.

Objective

The Healing Foundation is a national Aboriginal and Torres Strait Islander not-for-profit charitable organisation established in 2009 that partners with Aboriginal and Torres Strait Islander communities and stakeholders to address the ongoing trauma caused by actions like the forced removal of children from their families.

Vision

Strong Spirit, Strong Culture, Strong People, Strong Nation – Our children and families thrive and our culture flourishes in safe communities.

Our dream – Colonisation and all its devastation will not define who we are. We are stronger than we think. Seeing the past but not captured by it.

Our dreaming – The wisdom of our Elders guides our dreaming, our way of thinking and achieving.

Commitment – From healing will emerge new opportunities to our children, families and communities.

Mission

To create an evidence-based policy environment in which quality healing responses supported by healing leadership end intergenerational trauma. Addressing intergenerational trauma creates safer and stronger families and communities with improved health, education and employment outcomes.

Guiding principles

1. Self-determination and empowerment are fundamental to healing Aboriginal and Torres Strait Islander people and communities.
2. We support holistic healing for individuals, families and communities.
3. We recognise and build upon the strength and value of Aboriginal and Torres Strait Islander culture, history and achievement.
4. We value and support effective governance which takes into account Aboriginal and Torres Strait Islander cultural values and wisdom.

Theory of Change for healing

The Healing Foundation's Theory of Change for healing identifies three key domains to support positive, sustainable healing outcomes for Aboriginal and Torres Strait Islander communities, these are:

- Quality healing programs and initiatives.
- Healing networks, champions and organisations.
- A supportive policy environment.

These three key domains guide The Healing Foundation's planning, projects, monitoring and outcomes.

The Healing Foundation partners

The Healing Foundation works in partnership with Aboriginal and Torres Strait Islander healing leadership, Stolen Generations survivors, young people, therapists and academics to harness knowledge and co-design projects that combine ancient Indigenous healing knowledge with Western trauma knowledge. The knowledge The Healing Foundation collects contributes to healing agendas across government and creates quality healing responses in Aboriginal and Torres Strait Islander organisations.

The Healing Foundation engages with a diverse range of partners including community organisations, individual stakeholders, commercial businesses, resource companies, research and educational institutions who support The Healing Foundation's programs and mission.

Benefits to The Healing Foundation partners

Benefits to The Healing Foundation partners may be, but is not limited to:

- Positive brand alignment
- High profile media coverage and recognition across extensive marketing collateral
- Access to other The Healing Foundation partners, including influential philanthropic, corporate and government stakeholders.



Managing The Healing Foundation partnerships

The Healing Foundation requires partners to enter into a legally binding agreement in accordance with The Healing Foundation's approval procedures, delegations and probity arrangements. Partners must comply with obligations under any agreement, including without limitation:

The Ethical Partnership Statement and code of conduct;

- The [United Nations Declaration on the Rights of Indigenous Peoples](#)
- The Australian Institute of Aboriginal and Torres Strait Islander Studies [Guidelines for the Ethical Research in Australian Indigenous Studies](#)
- The National Health and Medical Research Council [Ethical conduct in research with Aboriginal and Torres Strait Islander Peoples and Communities: Guidelines for researchers and stakeholders](#) and [Keeping Research on Track II](#).

The Healing Foundation will conduct regular financial and performance audits to ensure partner compliance.

Transparency

The Healing Foundation will maintain a register of its partners. All partners may be listed in The Healing Foundation's Annual Report and The Healing Foundation's website (with their permission). The value of the partnership will not be published, as disclosure may confer a commercial advantage to a partner who The Healing Foundation is conducting (or proposes to conduct) business with.

Acknowledgement

The Healing Foundation will seek to acknowledge all partners (with their written permission). where possible on all relevant marketing material, in email correspondence, in The Healing Foundation's Annual Report and on The Healing Foundation website.

Non-compliance

The Healing Foundation requires partners to comply with the Ethical Partnership Statement. Non-compliance may constitute a breach of the agreement between The Healing Foundation and partner. Without limiting any other right The Healing Foundation may have at law or under contract, the discretion to restrict, suspend or terminate a partnership for breach of the Ethical Partnership Statement may be made by The Healing Foundation CEO. The Healing Foundation may propose, and a partner agrees to comply with any reasonable action for rectification or resolution of breach of the Ethical Partnership Statement by The Healing Foundation partner.

The Healing Foundation discretion

The Healing Foundation retains the discretion not to accept partnership from any individual, community, organisation or entity for any reason. The Healing Foundation is not obliged to inform potential partners of the reasons for rejection.



The Healing Foundation Partner Code of Conduct

The Healing Foundation partner agrees to comply at all times to standards that constitute professional and culturally appropriate behaviour in relation to The Healing Foundation partnership, including compliance with the following standards of conduct:

- uphold The Healing Foundation's objects, vision and mission.
- support the integrity and reputation of The Healing Foundation and its activities.
- show respect and courtesy for Aboriginal and Torres Strait Islander peoples and their heritage and culture, including Indigenous Cultural and Intellectual Property (ICIP).
- empower Aboriginal and Torres Strait Islander peoples and their history.
- treat all persons involved in The Healing Foundation partnership with respect and courtesy, and without harassment.
- behave honestly and with integrity, and act in good faith, in all dealings with The Healing Foundation and The Healing Foundation stakeholders.
- exercise due care, diligence and skill in performing partnership and business activities.
- do not engage in conduct that negatively impacts or could be perceived as negatively impacting The Healing Foundation's reputation, public image, probity or its ability to fulfil its objects, vision, mission or activities.
- do not make improper use or take improper advantage of the position of The Healing Foundation partner or information obtained as The Healing Foundation partner.
- maintain confidential, personal and private information of The Healing Foundation, its personnel, stakeholders and activities, and do not disclose the same without prior written consent or as required by law.
- Use The Healing Foundation resources, materials, equipment and intellectual property in a proper manner and for a proper purpose, including The Healing Foundation's name, trade marks, website and social media platforms.
- comply with all relevant communications and media policies and procedures, as identified by The Healing Foundation.
- disclose promptly, and take reasonable steps to avoid, any real or apparent conflicts of interest in connection with The Healing Foundation partnership and related activities.
- do not provide false or misleading information to The Healing Foundation, its personnel or stakeholders in relation to The Healing Foundation partnership or related activities.
- conduct business in an ethical, honest and responsible manner, with integrity.
- promote a culture of courtesy, respect, fair and ethical behaviour, equality and cultural diversity, without harassment or discrimination.
- comply with all Australian State and Federal laws and regulations relevant to the partnership and general business practices.



Signed and agreed by noted parties:

Partner Name: _____

Signature of Authorised Representative: _____

Name of Authorised Representative: _____

Position: _____

Date: _____

Witness Signature: _____

Witness Name: _____

Date: _____

The Healing Foundation

Signature of Authorised Representative: _____

Name of Authorised Representative: _____

Position: _____

Date: _____

Witness Signature: _____

Witness Name: _____

Date: _____

