



Australian Library and
Information Association

ALIA CODE OF ETHICS

FOR THE AUSTRALIAN LIBRARY AND INFORMATION SERVICES WORKFORCE

Template



The *ALIA Code of Ethics for the Australian Library and Information Services Workforce* provides a shared reference point for professional conduct, policies, and day-to-day decision making.

The Australian Library and Information Association (ALIA) understands that while the eight clauses of the code and their relationship to the [ALIA Core Values](#) are relevant to all library and information services, the action examples will vary according to context.

Guide for use

Use this fillable template to customise the Code of Ethics for your library and information services workplace or network by filling in action examples for each clause.

Hints and tips:

- assign person or body responsible for enacting governance of the Code of Ethics
- a good starting point is to reflect on and express what you, your team or organisation are already doing
- it is OK to include aspirational action examples just make sure that they are specific and measurable
- involve staff in the development of action examples to encourage engagement and self-reflection
- ensure that it is explicit in the customised action examples that the Code of Ethics applies to all staff at all levels
- reflect on difficult moments and lessons learned – how might the action examples guide you when you have challenges?
- ethics are values put into practice, so use active rather than passive voice
- beware of possessive language eg. use '*local community language groups*' instead of '*our community language groups*'
- use person-first language eg. '*people experiencing homelessness*' rather than '*homeless people*'
- consider various audiences: service-users, staff, collections and content, your organisation and frame action examples accordingly
- avoid subjective language such '*productive*', '*appropriate*' or '*unhelpful*'
- include in staff induction and performance discussions
- set a review period
- share your organisation's Code of Ethics story with media@alia.org.au

Related documents

[ALIA Core Values Statement](#)

[ALIA's Constitution](#)

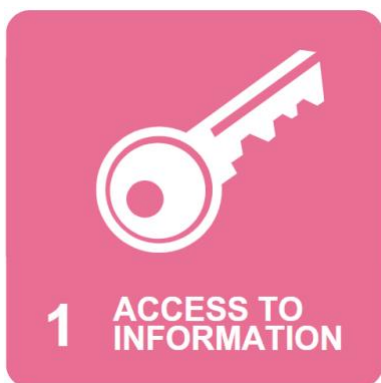
[ALIA Code of Conduct](#)

[Code of Ethics Long Version](#)

[ALIA LIS Workforce Framework](#)

[Code of Ethics Short Version](#)

Code of Ethics



Clause: creating access to information and collections is the fundamental mission of the library and information workforce, supporting an informed and inclusive society. Access includes both the opportunity and right to use resources.

Relationship to ALIA Core Values

Promotion of the free flow of information and ideas through open access to recorded knowledge, information, and creative works

Connection of people to ideas, knowledge creation and learning

Management, organisation and preservation of the human record

Partnerships and collaborations to advance these values

Action examples



Clause: human rights require us to recognise and acknowledge one another's humanity by respecting individual and cultural rights, ensuring everyone has the right to equality and non-discrimination, and placing positive value on our diversity.

Relationship to ALIA Core Values

Respect for the diversity, individuality and equality of all

Partnerships and collaborations to advance these values

Action examples



Clause: as a foundational condition for intellectual freedom, the LIS workforce protects the personal privacy of library and information service users and treats the information and resources they seek or receive with confidentiality. Information governance, including transparency, privacy and accountability, are enacted in LIS systems and services, and advocated for in democratic decision making.

Relationship to ALIA Core Values

Promotion of the free flow of information and ideas through open access to recorded knowledge, information and creative works

Respect for the diversity, individuality and equality of all

Partnerships and collaborations to advance these values

Action examples



Clause: the LIS workforce is committed to consistent, honest and respectful service provision and governance. Active professionalism encompasses the application of behaviours and attitudes that contribute to a positive and productive work environment.

Relationship to ALIA Core Values

Delivery of authentic information and evidence-based practice supported by quality research

Excellence, accountability, integrity and responsibility in service to our communities

Partnerships and collaborations to advance these values

Action examples



Clause: open access, intellectual property and Indigenous Cultural and Intellectual Property (ICIP) are core ethical principles that guide the broadest possible access to information resources while upholding the moral and legal rights of copyright holders, creators and distributors of intellectual property.

Relationship to ALIA Core Values

Promotion of the free flow of information and ideas through open access to recorded knowledge, information, and creative works

Connection of people to ideas, knowledge creation and learning

Recognition of Aboriginal and Torres Strait Islander peoples as the first peoples of the land, and respect for Aboriginal and Torres Strait Islander knowledges, cultures and Country

Partnerships and collaborations to advance these values

Action examples



Clause: dedication to continuing professional development (CPD) and enthusiasm for lifelong learning are vital components of active professionalism. It is how individuals play their part in maintaining and promoting a strong, future-focused library and information services for Australia.

Relationship to ALIA Core Values

Commitment to maintaining currency of professional knowledge and practice

Partnerships and collaborations to advance these values

Action examples



Clause: the library and information workforce has a crucial role to play in supporting the advancement of knowledge through literacy. The development of literacies, especially reading, information, digital and media literacy, are central as diverse types of information are created, curated and enabled.

Relationship to ALIA Core Values

Dedication to fostering reading, information and digital literacies

Partnerships and collaborations to advance these values

Action examples



Clause: the library and information workforce takes informed action to create a more environmentally and socially just world and supports library communities to develop awareness and development of sustainable practices.

Relationship to ALIA Core Values

Partnerships and collaborations to advance these values

Connection of people to ideas, knowledge creation and learning

Action examples

Relationship to _____ Code of Conduct and other policies

To ensure relevance and implementation, use this space to describe how your customised Code of Ethics is connected to and embedded into other relevant workplace documents and policies.

Relevant links: