



VOLUNTEER WELCOME PACK

Welcome to the future of Australian politics. Welcome to The WikiLeaks Party.



Firstly, thank you for being a part of a call for a more democratic and transparent government in Australia. The WikiLeaks Party has an unwavering commitment to the core principles of civic courage nourished by understanding and truthfulness and the free flow of information. It is a party that will practise in politics what WikiLeaks has done in the field of information by standing up to the powerful and shining a light on injustice and corruption. The WikiLeaks Party was incorporated as a political party in Australia in 2013.

The party formed on the principles of **transparency**, **accountability** and **justice**.



The WikiLeaks Party is a diverse, innovative political party focused on the Australian people. Truth and transparency is required in our governments to enhance the future of all Australians. By adopting sustainable practices and ideologies, democracy can be preserved through education and creating community awareness.

The WikiLeaks Party supports the protection of human rights. Our party strongly believes governments and corporations must demonstrate transparency in their policies and their flow of information. We acknowledge and support the need for equality between generations and support Aboriginal and Torres Strait Islander self-determination.

Your volunteering with us is core to achieving these objectives.





MEET THE TEAM

The Candidates

Victoria



Julian Assange

"The values of transparency and accountability and resistance under pressure that I have developed through hard experience with WikiLeaks, that is what we intend to take to Canberra."

Julian Assange is the founder and editor in chief of WikiLeaks. Launched in 2007, WikiLeaks is a not for profit media organisation that specialises in publishing original source material. WikiLeaks employs innovative, secure and anonymous methods for sources to leak information to its journalists, and has published some of the biggest leaks in world history, including the Iraq War Logs, the Collateral Murder video and Cablegate. As a journalist Julian Assange is skilled in understanding complexity, in seeing beyond the spin and in uncovering the truth. As the head of WikiLeaks he has faced serious and powerful opponents, has fought legal battles against the financial censorship of his organisation has demonstrated courage and a fierce adherence to his principles throughout.



Binoy Kampmark

"A monitored government, rather than a government monitoring its subjects, has always been the aim of a healthy democracy. WikiLeaks is the only party of its kind to remind voters of that aim."

Dr Binoy Kampmark teaches core legal courses within the Legal and Dispute Studies program for the Bachelor of Social Science at RMIT University. He has written extensively on these topics in both refereed journals and more popular media. Binoy holds a PhD in history from the University of Cambridge. He also holds a Masters degree in history, and honours degrees in Arts and Law from the University of Queensland. Binoy's research and teaching interests lie in the intersections of law, international relations and history.

On Twitter: @bkampmark



MEET THE TEAM

The Candidates

New South Wales



Kellie Tranter

"I'm running because our government simply doesn't give people accurate information, it is incapable of having Australia stand in the world as an independent nation and its policies often don't reflect public opinion."

Kellie Tranter is a lawyer and human rights activist. Kellie has delivered addresses, chaired workshops and participated in public debates on issues like climate change, human rights and gender equality at local, national and international conferences, including speeches opposing unjustified wars and economic exploitation. She has held office with Business Professional Women International and her activism has been acknowledged by the Women's Electoral Lobby. Kellie regularly contributes political and social commentary to public affairs websites like ABC's The Drum, New Matilda, Online Opinion and the National Times.

On Twitter: @KellieTranter



Alison Broinowski

"The WikiLeaks Party represents a culture shift in Australian politics. I became a Senate candidate for the WikiLeaks Party on the day the Australian foreign minister abandoned Julian Assange to whatever fate other governments want for him. Our government routinely deceives us on vital issues, and allows others to invigilate us. I support a Party that will get the truth out in the open."

Alison Broinowski is a former Australian diplomat with experience in Asian countries and the United Nations. She has written and lectures extensively on Australia's reputation abroad, and has publicly opposed the way prime ministers send Australians to war illegally and in defiance of public opinion. She lives in Sydney.



MEET THE TEAM

The Candidates

Western Australia



Gerry Georgatos

"The ability to discover the truth is outstripped by the capacity to manifest deceit – The WikiLeaks Party is an opportunity to challenge this premise."

Gerry Georgatos is a life-long human rights and social justice campaigner, an investigative journalist and a PhD researcher in Australian Custodial Systems and Deaths in Custody. He founded Students Without Borders, with one of its initiatives recycling and refurbishing computers, becoming the largest computer recycling program in Australia. Gerry has travelled widely among remote Aboriginal communities and extensively researched Aboriginal homelessness, poverty, imprisonment and suicide rates. He has been a long-time staunch refugee rights advocate, visiting immigration detention centres, an anti-drugs campaigner working alongside the vulnerable and a life-long freedom of speech campaigner. His advocacy in fighting racism has been longstanding and he has completed two Masters topically covering racism and the ways forward.

On Twitter: @GerryGeorgatos



Suresh Rajan

"The protection of human rights is paramount to me. WikiLeaks Party delivers this."

Suresh Rajan has had a distinguished career in economics as well as having been a vigorous advocate for ethnic communities and people with disabilities. He served for several years as head of the Ethnic Communities Council of WA and is currently the President of the National Ethnic Disability Alliance, the peak body for the CaLD Disability organisations in Australia. Suresh holds a Bachelor of Commerce with a double major (Management and Accounting) and a Masters of Business Administration from the University of Western Australia, and is a regular commentator on television and radio in his role as a financial planner and economist.



MEET THE TEAM

Get in touch

Email volunteer@wikileaksparty.org.au



HOW YOU FIT INTO THE TEAM

The WikiLeaks Party aspires to represent Australians by demonstrating truth and transparency, elements core to the party's objectives. We seek to achieve a diverse culture and professional working ethics to promote our volunteers satisfaction, motivation and pride. Volunteers are the core to our party's success, and you can be involved in many ways. For example:

- throwing a local event (town hall meeting, a dinner, etc) to discuss WikiLeaks principles;
- volunteering your professional skills (IT, graphic design etc.);
- becoming an electorate co-ordinator;
- becoming a booth co-ordinator;
- handing out how to vote cards on polling day.



HOW YOU FIT INTO THE TEAM

The party has some legal responsibilities to you as a volunteer. We happily accept these regulations and seek to perform our responsibilities above and beyond the legislated requirements.

By volunteering with us we will endeavour to provide you with:

- a healthy and safe work environment (Occupational Health and Safety Act[s]);
- an environment to work that complies with equal opportunity and anti-discrimination legislation;
- any relevant insurance cover;
- truthful information about our organisation;
- reimbursement for out of pocket expenses where prior agreement has been made;
- the organisation's volunteer policy and other policies that affects your work;
- fair work: you will not be assigned any position previously held by a paid worker;
- a job description and agreed working hours;
- access to a grievance procedure (see Conflict Resolution section at the back of this pack);
- orientation to the organisation;
- privacy in accordance with the principles of the Privacy Act 1988; and
- sufficient training to do your job.

In turn, the party expects that you will conduct yourself within the broad set of ethics listed below whilst you are representing the interests of the Party to the public. We have also included a code of conduct at the back of the pack and ask that you sign and return that to a state or national volunteer coordinator as soon as you can. We also ask that you operate within your responsibilities to us as a volunteer.

It is the responsibility of volunteers to:

- behave according to standards as communicated to you by AEC staff and signage;
- attempt to resolve any issues through the the conflict resolution process;
- respect and adhere to the WikiLeaks Party code of ethics;
- consider the safety of other volunteers and members of the public;
- not do the work of paid staff during industrial disputes;
- provide truthful and accurate information to other volunteers and the community;
- be truthful and transparent when communicating the WikiLeaks Party objective;
- perform volunteer activities in accordance with your agreed job description and working arrangements;
- treat the WikiLeaks Party confidential information in accordance with the Privacy Act 2000 (Vic);
- attend orientation and other training activities as required.



HOW YOU FIT INTO THE TEAM

WikiLeaks Party Code of Ethics

- We practice transparency within our organisation based on the values honesty, fairness and disclosure of all essential facts;
- We strive to secure, develop and protect human rights and freedoms;
- We exercise equal opportunity with a zero tolerance to discrimination, harassment or bullying. We promote fairness and equality between all Australians;
- We promote truthful organisation and obtain factual information;
- We strive to ensure governments are held accountable for their actions and seek transparency of government activities;
- We use fair, transparent and honest means to obtain material;
- We are respectful of the privacy of our volunteers;
- We support the rights of Torres Strait Islanders and Indigenous Australians; and

We appreciate that you have chosen to take time out of your busy lives to be a part of this movement for positive change, and, if at any time you feel threatened, intimidated, undervalued or see anything that you consider inappropriate, unsafe or in breach of the above code of ethics, then please feel encouraged to contact one of the State or National Volunteer Co-ordinators (see p5 Meet the Team) and check out the Conflict Resolution section at the back of this pack.

For more information about your rights and responsibilities as a volunteer, please have a look at the following website: volunteeringaustralia.org

Transparency is different to privacy

Pursuing openness and transparency in governance does not mean everyone surrendering all their private details to the public domain. Whilst we are transparent about the way that we operate as a party, some of the information and details that you may be privy to includes personal information which requires protection and we ask you to respect that. Most notable are your and other volunteers' personal details. We respect your personal privacy and we ask that you respect the Party, our membership and volunteers in the same way.

At the back of this pack is a confidentiality agreement that we ask that you promptly sign and return to your State or National Volunteer Co-ordinator as soon as possible.



LET THE JOURNEY TO BETTER GOVERNMENT BEGIN!

This September we can take the first steps towards transparency, accountability and justice in Australia's government. As a volunteer, you are vital to the success of the party. The campaign team, and especially the candidates, acknowledge this and once again we wish to thank you for being a part of this exciting new phase in Australian political history.

Please remember to keep up to date with party news at wikileaksparty.org.au and make sure to Like us on Facebook and to follow us on Twitter [@wikileaksparty](https://twitter.com/wikileaksparty).

Important

Please return the contact details, code of conduct and confidentiality agreement on the next page (p10) to your state or a national volunteer coordinator as soon as possible or mail it to:

The WikiLeaks Party
Kindness House
9/288 Brunswick St
Collingwood
VICTORIA 3066





CONTACT DETAILS | CODE OF CONDUCT | CONFIDENTIALITY AGREEMENT

WikiLeaks Party Volunteer Personal Details Form (to be kept confidential)

TITLE	<input type="text"/>	FIRST NAME	<input type="text"/>	SURNAME	<input type="text"/>
DATE OF BIRTH	<input type="text"/>				
STREET ADDRESS	<input type="text"/>				
POSTAL ADDRESS	<input type="text"/>				
EMAIL	<input type="text"/>				
MOBILE	<input type="text"/>				
EMERGENCY CONTACT PERSON	<input type="text"/>				
RELATION TO YOU	<input type="text"/>				
EMERGENCY CONTACT PHONE	<input type="text"/>				

Confidentiality Agreement and Code of Conduct

The WikiLeaks Party values our volunteers. Our Volunteer Code of Conduct outlines behavioural principles and expectations to ensure volunteers are treated with respect following principles of natural justice and a fair go for all. The WikiLeaks Party exercises confidentiality rights for all our volunteers reflected in the confidentiality agreement below.

The Volunteer Code of Conduct of The WikiLeaks Party requires all volunteers to:

- Treat everyone fairly and equally regardless of gender, place of origin, colour, disability, age, religion, political affiliation or economic status.
- Respect the dignity of others. Verbal or physical behaviours that constitute harassment, abuse or bullying are unacceptable.
- Communicate and behave in a manner that is respectful of others. No offensive language.
- Engage only in campaign events and activities approved by management of The WikiLeaks Party.
- Agree to support The WikiLeaks Party's campaign platform and refrain from associating in events or other campaigns that are not part of our central approved campaign platform.
- Follow the guidelines for events and activities outlined by a Volunteer Coordinator.
- Agree to not represent The WikiLeaks Party at unapproved activities. You are free to attend unrelated events as an individual but not as a representative of our party.
- Clearly state your role as a volunteer when communicating with public or other organisations. This applies to a clear statement of your position as a volunteer in all email correspondence and phone conversations with the public or other organisations where applicable.

Please read and sign this declaration and return to one of the volunteer coordinators to signify your acceptance of the volunteer code of conduct and the confidentiality agreement below.

I, , understand that as a volunteer my email details need to be available to other volunteers. I hereby give The WikiLeaks Party permission to release my name and email contact details to other coordinators. I also give permission for my name and email contact to be listed on our website to enable other volunteers in my region to contact me if necessary.

SIGNED DATE



CONFLICT RESOLUTION

A **dispute** is a failure of relationship, or serious disagreement between two or more people.

A **grievance** is a complaint about unacceptable behaviour (for example harassment or intimidation) or workplace conduct (for example financial mismanagement) of another person.

Conflict resolution procedure

Step 1

A volunteer should first seek to speak directly to the other parties with whom the issue arises to achieve a desired mutual outcome and advise management you have taken the first step.

In the instance of a grievance, the manager will review the incident. The review manager will follow standard procedures in accordance with the steps below:

- If more than one person is present, establish the role of each person.
- Outline the process to be followed.
- Inform the parties that information obtained in the review may be treated as confidential upon request. Where entire confidentiality is not possible the complainant decides if they agree to information being shared.
- Listen to the complainant and diagnose the problem.
- Take accurate notes of conversations and attach supporting documentation.
- If deemed necessary, provide the volunteers with a written summary of the meeting and clarification of the next steps to be taken.

Where a grievance relates to another volunteer, the process outlined above should be repeated separately for the accused. The review process should recommend actions to assist a resolution or to address the grievance. These must be fair to all persons involved.

The National Council will conduct the reviews in a fair, objective and independent manner in relation to the situation to the best of their ability. All persons involved should be treated with respect.

If the matter is not resolved and the complainant wishes to pursue it, the issue should be brought to the attention of the National Council (WLPNC) by the National Volunteer Coordinators. Documentation from the review is provided to the WLPNC to ensure the complaint and views are fully understood.

In the instance that confidentiality is sought, it must be clarified if the complainant accepts the WLPNC being informed of the details. If the complainant is unsatisfied with the outcome of the review process and unwilling for the WLPNC to be informed of the details, the matter should be referred directly to a 3 person Disputes and Grievance Resolution Committee (DGRC) established by the WLPNC.



CONFLICT RESOLUTION

Step 2

If resolution is not possible, the complainant or those in dispute provide a Statement of Dispute/ Grievance (see below) to a Coordinator or a member of the WLPNC, which should contain the following information:

1. That a dispute/ grievance is being lodged.
2. The grounds for the dispute/ grievance.
3. What action has been taken to resolve the dispute/ grievance?
4. What outcome would resolve the dispute/ grievance?

A member of the Committee will speak to the parties in dispute and provide them with a copy of the Grievances and Dispute Resolution Procedure and complaint, and attempt to resolve the dispute.

If this is unattainable, a member of the DGRC shall give the parties in dispute notice of the complaint or dispute with the time, date and place of a meeting between the parties and the DGRC. The scheduled meeting/mediation session must be within 30 days of receipt of the complaint.

At least 7 days before a mediation session is to commence, the parties are to exchange statements of the issues in dispute between them and supply copies to the DGRC.

At least three members of the DGRC or two members and person nominated by WLPNC (an external facilitator) must be present at this meeting.

Dispute Resolution Process

1. Parties to the Dispute are introduced.
2. The Rules of Mediation are introduced:
 - 2.1 No interruptions
 - 2.2 No vilification
 - 2.3 Confidentiality is to be maintained
3. Each side makes an opening statement.
4. The Dispute Resolution Committee questions parties if necessary.
5. The facilitator gives a summary of the dispute.
6. Parties are invited to give their suggestions for resolving the dispute.
7. Dispute Resolution Committee may request an adjournment or time for private discussion re resolution of dispute.
8. Recommendations that seek to incorporate both viewpoints are put to the parties.
9. If both parties are in agreement, draw up a Resolution Document containing the determined recommendations.
10. If no agreement is reached DGRC sends a Dispute Report to the WLPNC meeting.
11. Upon receipt of the report from the DGRC and the WLPNC will consider the recommendations and carry out any appropriate action to resolve the dispute, including expulsion of a person.



CONFLICT RESOLUTION

Appeals Process

The decision of the DGRC may be appealed by either party to the WLPNC, by submitting a written appeal within 7 days of the Dispute Resolution Committee's recommendations.

COM recommendations are final. Members of the WLPNC that have a conflict of interest regarding the dispute or grievance should absent themselves from discussions regarding an appeal.

Structure and Operation of the Dispute and Grievance Resolution Committee DGRC

Structure of the DGRC

- The DGRC will be set up on an 'as required' basis.
- The DGRC should consist of at least one member of the WLPNC, one Volunteer Coordinator (State or National) that the disputing parties are from and, if necessary, one person external to The WikiLeaks Party with relevant experience and skills in the area of conflict resolution.
- The facilitator of the DGRC should be elected from and by the DGRC members.

Operation of the DGRC

- At least three members of the DGRC should be present at any hearing (one via telephone).
- The DGRC should meet within 7 days of a dispute or grievance being lodged.
- The DGRC facilitator should contact the disputing parties at least 3 days prior to the hearing and ensure that each has a copy of the statements of issue.
- Should the DGRC fail to reach consensus, a majority vote of two thirds will carry the decision.
- If the disputes committee is deadlocked at two votes to two, the DGRC will pass on the issues documents to the WLPNC as referral for resolution.
- If one or more members of the DGRC is a party to a dispute referred to the DGRC that person should stand down for the resolution of the said dispute.
- The WLPNC may decide to hire an external mediator if the internal process outlined in this document fails to reach a satisfactory resolution.

Process for resolution of conflict in meetings of the Organisation

The following process should be undertaken in the case of conflict arising at any meeting held by collectives, working groups or Special/ General Meetings of the Organisation. Meeting participants must remain conscious of their role as self-facilitators to avoid unnecessary tension and conflict.

If some energy, conflict, tension or behaviour arises from an individual that is antagonistic, problematic or considered inappropriate and is directed towards the meeting or other participants, the facilitator and others are encouraged to acknowledge the situation and suggest one of three options:

- Name the situation and move on into a more constructive exchange.
- If two participants are involved specifically, they can leave the room and sort it out together or with a mutually decided mediator.
- The meeting is stopped to discuss the issues collectively.

When there is ongoing tension between two or more parties, one of those involved, or another member can register a dispute with the WLPNC and DGRC as laid out in this document.



CONFLICT RESOLUTION

Statement of Dispute Form

Before a particular dispute can be mediated, it is important that the DGRC and the other party(s) has a sufficient understanding of the dispute and what you feel needs to be resolved. This statement is designed to assist you in gaining the most from the mediation session as well as to communicate your understanding of the issue to the DGRC and other party(s) involved. Upon receiving this statement the DGRC will notify the other party(s) and organise a mediation session that is mutually convenient for all parties.

The Dispute

Briefly describe the dispute you or another party are experiencing:

What are your main concerns regarding the dispute?

What do you think the other person/s main concerns are?

What actions have you taken to help resolve this dispute? (Excluding the steps taken to notify the DGRC).



CONFLICT RESOLUTION

Statement of Dispute Form continued

The Mediation Process

What would you like to get out of the mediation?

How do you think mediation might help the other person/s manage this conflict?

What options could you suggest at the mediation session that may help to resolve the conflict?

The Future

What would be a good outcome of the mediation for you?

What effect do you think this will have on the other party/s?

What can you do in mediation if the options to manage the conflict are not found?

Anything Else?

List any other matters that concern you.

Your name and signature

Contact phone number and email