

# The Hachette Australia commitment to PROFESSIONAL BEHAVIOUR IN PUBLISHING

*Adapted from the PROFESSIONAL BEHAVIOUR IN BOOKSELLING AND PUBLISHING, written and endorsed by the UK Booksellers Association, The UK Society of Authors, The UK Publishers Association and the UK Association of Authors' Agents.*

## PRINCIPLES

1. At Hachette Australia we support and are champions of creative expression and freedom of speech. We understand the power of what is printed and published and will endeavour to protect the passion, imagination, and creativity of everyone in our industry.
2. At Hachette Australia we celebrate, actively promote, and cultivate diversity and inclusion in all its forms. We are working towards improving inclusion and access for everyone in our industry.
3. At Hachette Australia we recognise our influence and make a commitment to work together to prevent abuse of power, creating a work environment free of discrimination, and harassment, including sexual harassment, bullying and intimidation.
4. At Hachette Australia we support and are sensitive to the mental health of our colleagues and other industry professionals as well as those experiencing chronic illness, neurodiversity, disability, and other physical challenges. We recognise that not all disabilities are visible.

## COMMITMENT

1. We support and are champions of creative expression and freedom of speech. We understand the power of what is printed and published and will endeavour to protect the passion, imagination, and creativity of everyone in our industry.
  - Our creative realm is also a professional one and we expect high standards of behaviour based on mutual respect, compassion, humanity, an openness to difference and an unwavering commitment to the free exchange of ideas, from all colleagues and collaborators, including authors, publishing professionals, agents and booksellers.
  - Our professional behaviour is thoughtful and anticipates consequences – and is required in every environment where people interact for work reasons, including but not limited to offices, bookshops, parties, committees, lunch meetings, awards ceremonies, rights fairs, festivals and any other venue, formal or informal, as well as online and in all communications.
  - Our professional communication will be respectful to all parties. We understand that at times we may not agree with one another but understand how and what we communicate might impact others positively but also negatively.
  - We have a right to personal privacy, and to feel safe and valued in the working environment.
2. We celebrate, actively promote, and cultivate diversity and inclusion in all its forms. We are working towards improving inclusion and access for everyone in our industry.
  - We want all voices to be heard. Inclusivity is crucial to the future success of our industry.
  - We look to writers to continue to explore ways to reflect and test us in their work.
  - It is not acceptable to make dismissive or hostile remarks about a person on any basis or to make assumptions about someone's lifestyle, interests, or abilities.
  - We will be sensitive to our potential vulnerabilities and differences.

3. We recognise our influence and make a commitment to work together to prevent abuse of power, creating a work environment free of discrimination, and harassment, including sexual harassment, bullying and intimidation.
  - We will ensure that everyone we work with is treated with dignity and respect so that individuals are supported and able to speak out. We recognise that power is situational and that we can all be in a position of greater relative power over others.
  - We acknowledge that behaviour we might perceive as commonplace or sociable can feel inappropriate to someone, even if they don't express their discomfort.
  - In a professional context we will never make unwanted personal or sexual propositions, suggestive remarks, or gestures, or instigate unwanted physical contact.
  - We acknowledge that it's not appropriate to use humour or 'banter' to make comments that have the effect of isolating or humiliating others.
  
4. We support and are sensitive to the mental health of our colleagues and other industry professionals as well as those experiencing chronic illness, neurodiversity, disability, and other physical challenges. We recognise that not all disabilities are visible.
  - We play a critical role in fostering and maintaining a mentally healthy workplace where all individuals feel supported and valued and are able to thrive.
  - We will treat anyone dealing with mental or physical health issues, illness or disability with empathy, dignity and respect.
  - We respect there is no obligation for someone to disclose information about their illness or disability and that such disclosure is a personal decision.

We will support one another and take action by:

- LISTENING: If someone tells us they find something racist, sexist, bullying, threatening, or uncomfortable, they have a right to that feeling. We will behave with empathy, respect and understanding.
- BEING ALLIES: We will not remain silent in the face of unacceptable behaviour. We will listen to, speak up for and empower those who have experienced such behaviour. We will bear witness and support appropriate action being taken, regardless of the status or the relative status of the individuals involved.

## USEFUL DEFINITIONS

- Under Federal and State legislation, unlawful harassment occurs when 'someone is made to feel intimidated, insulted or humiliated because of their race, colour, national or ethnic origin; sex; disability; sexual preference; or some other characteristic specified under anti-discrimination or human rights legislation. It can also happen if someone is working in a 'hostile' - or intimidating - environment.
- Bullying is defined by the Australian Human Rights Commission 'when people repeatedly and intentionally use words or actions against someone or a group of people to cause distress and risk to their wellbeing. These actions are usually done by people who have more influence or power over someone else, or who want to make someone else feel less powerful or helpless'.
- Discrimination, as defined by the Australian Human Rights Commission, happens 'when a person, or a group of people, is treated less favourably than another person or group because of their background or certain personal characteristics, including race, age, or sex'.
- Author: where 'author' is used, it is implied to include creators including but not limited to illustrators, translators, spoken word performers, graphic novelists, and writers of books of all kinds.