

VA Victorian Association for **TE** the Teaching of English

VATE: Ethical engagement policy

Introduction

The Victorian Association for the Teaching of English (VATE) Council is committed to ensuring that all partnerships, sponsorships, trade and exhibitor arrangements are conducted ethically, transparently and in alignment with VATE's Ambition Statement, purpose, positions, and commitments.

Purpose

This policy outlines the framework for building meaningful and ethical partnerships and support between VATE and external entities, including corporations, foundations, individuals, and other organisations. These arrangements can include financial or in-kind support and represent a strategic opportunity to create or strengthen relationships between the parties for the benefit of their respective goals, businesses, and reputations.

The policy further supports the sponsorship, partnership, supporter, trade, and exhibitor arrangements for the annual VATE State Conference.

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Policy

1. VATE will not permit any partnership, sponsorship, supporter, trader, exhibitor, or arrangement to influence, or be perceived to influence, VATE's independence, positions, commitments, decision-making or governance.
2. VATE will not enter into agreements with entities whose practices, products, or reputation are inconsistent with the organisation's Ambition Statement, purpose, positions, or commitments. Prohibited entities may include, but are not limited to, those involved in:
 - 2.1 Products or services that are discriminatory, exploitative, or environmentally harmful
 - 2.2 Any organisation whose products conflict with VATE's Ambition Statement, purpose, commitments, and positions
 - 2.3 Tobacco, vaping, or smoking-related products
 - 2.4 Alcohol production or promotion
 - 2.5 Gambling, betting, or gaming
 - 2.6 Weapons, firearms, or military equipment.
3. Partners, sponsors, supporters, traders, or exhibitors will only be accepted where they do not compromise the legal, financial, reputational, or moral integrity of VATE.
4. All partnership, sponsorship, supporter, trade and exhibitor arrangements must be:
 - 4.1 Documented in a written agreement approved by the Executive Officer
 - 4.2 Compliant with relevant legal and regulatory obligations, including GST and reporting requirements under the ACNC Act, fundraising laws, and Australian Consumer Law.
5. All partnership, sponsorship, and supporter arrangements must clearly state:
 - 5.1 The name of each party and their purpose
 - 5.2 The purpose of the agreement
 - 5.3 Information schedule
 - 5.4 Benefits schedule
 - 5.5 Agreement: The type and value of the support (cash or in-kind)
 - 5.6 Termination or withdrawal conditions for both parties.
6. Due diligence will be conducted before entering any partnership, sponsorship, supporter, trade or exhibitor agreement including reviewing:
 - 6.1 The purpose, commitments, public reputation, and alignment with VATE's Ambition Statement, purpose, positions, and commitments
 - 6.2 Potential legal or reputational risks
 - 6.3 Conflicts of interest with existing partners, positions, or policies.
7. VATE reserves the right to decline or terminate any agreement or arrangement if new information comes to light that would bring the association into disrepute or breach this policy.
8. Staff and Council members must disclose any potential conflicts of interest in accordance with VATE's Conflict of Interest Policy.