



**DFES General Circular No: 88/2024**

File: D04343

25 JUNE 2024

**DFES CODE OF CONDUCT  
PROTECTION FOR ALL DFES EMPLOYEES AND VOLUNTEERS**

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The Code of Conduct prescribes mandatory standards of behaviour, conduct and integrity expected of all DFES members, whether employees or volunteers.

The Code of Conduct places an obligation on all DFES members to take responsibility for their behaviour, conduct and integrity; to work cooperatively with each other and the community, establishing a safe and healthy workplace and culture.

DFES has mandatory, online Code of Conduct training for both DFES employees and DFES volunteers. The online course is available on [DFES's eAcademy](#).

The Code of Conduct policy is posted on the intranet and can be found here: <https://intranet.dfes.wa.gov.au/commands/office-of-the-commissioner/professional-standards/Pages/code-of-conduct.aspx>

I am committed to protect any persons who reports a suspected breach of the Code of Conduct, staff must not attempt to intimidate, coerce, take reprisal or retaliate against anyone who have disclosed a suspected breach of the Code of Conduct.

Any attempt to do so will be treated seriously and may result in disciplinary action which can include termination of employment.

**DARREN KLEMM AFSM  
COMMISSIONER**