



ALIA **CODE OF ETHICS**

FOR THE AUSTRALIAN LIBRARY AND INFORMATION SERVICES WORKFORCE

Template for school libraries





The *ALIA Schools Code of Ethics for the Australian School Libraries* is offered as a reference point for professional conduct, policies, and day-to-day decision making in Australian school libraries. It is adapted from the [ALIA Code of Ethics for the Australian Library and Information Services Workforce](#), to provide action examples relevant to the school library context.

ALIA Schools understands that while the eight clauses of the code and their relationship to the [ALIA Core Values](#) are relevant to all school libraries and should not be altered, the action examples will vary according to context.

GUIDE FOR USE:

You can adapt the Code of Ethics to be relevant for your school library workplace or network by changing, adding or removing action examples under each clause.

Involving all library staff, school executive and your school library champions as much as possible in the development of contextual action examples will encourage engagement and self-reflection in relation to the Code of Ethics.

HINTS AND TIPS:

- a good starting point is to reflect on and express what you, your team or school library network is already doing
- it is OK to include aspirational action examples just make sure that they are specific and measurable
- 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 using possessive language eg. use 'local community language groups' rather than 'our community language groups'
- use person-first language eg. 'people experiencing homelessness' rather than 'homeless people'
- consider various audiences: school library-users, school library staff, collections and content, your organisation and frame action examples accordingly
- avoid subjective language eg. 'productive', 'appropriate' or 'unhelpful'
- include in school library staff induction and performance discussions
- set a review period, three years maximum recommended
- share your school library's Code of Ethics story with media@alia.org.au

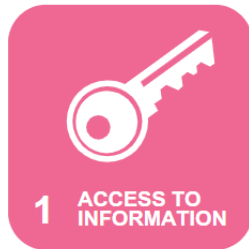


Code of Ethics

ALIA Schools

Code of Ethics for Australian School Libraries

November 2025 – February 2026



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

School library staff:



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

School library staff:



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

School library staff:



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

School library staff:



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

School library staff:



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

School library staff:



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

School library staff:



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

School library staff:



Relationship to 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

Related documents

[ALIA Core Values Policy Statement](#)

[ALIA's Constitution](#)

[ALIA Member Code of Conduct Statement](#)

[ALIA Skills, Knowledge and Ethics Framework](#)

[Code of Ethics Long Version](#)

[Code of Ethics Short Version](#)

Code of Conduct and