



KEEP IT IN THE GREEN

LIVING OUR VALUES **EVERYDAY. EVERYWHERE.**

GREEN

PROFESSIONAL STANDARD

THE EXPECTED BASELINE FOR ALL NZDF TEAMS

Examples:

- Respectful language and behaviour
- Banter or humour that does not target individuals
- Inclusive team interactions
- Feedback delivered respectfully
- Professional conduct in digital spaces
- Responsible alcohol use that does not compromise judgement or team safety
- Actively supporting and uplifting others in the team

What this means:

- Standards are visible and reinforced across both physical and digital environments
- Team culture supports safety, cohesion and operational effectiveness.

YELLOW

EARLY WARNING BEHAVIOUR

INDICATORS THAT STANDARDS MAY BE SLIPPING

Examples:

- Disrespectful or sexualised jokes becoming normalised
- Comments about appearance or personal life
- Individuals excluded from team interactions or group chats
- Sharing sexualised memes or content
- Alcohol beginning to influence behaviour or judgement

What this means:

- These behaviours may appear minor but can normalise poor conduct if left unchallenged

Expected response:

- Peers and leaders challenge early and reset standards

AMBER

HARMFUL BEHAVIOUR

BEHAVIOUR IS CAUSING HARM OR CREATING RISK

Examples:

- Persistent inappropriate jokes or comments
- Bullying behaviour or intimidation
- Harassment or discriminatory conduct
- Sending sexually suggestive messages or unwanted images
- Alcohol misuse contributing to unsafe or inappropriate behaviour
- Using rank or status to pressure others

What this means:

- Professional standards have been breached

Expected response:

- Leadership intervention and corrective action
- Possible formal investigation

RED

CRIMINAL OR SERIOUS MISCONDUCT

MISCONDUCT AND SERIOUS MISCONDUCT OR CRIMINAL BEHAVIOUR

Examples:

- Sexual assault or sexual coercion
- Serious harassment or intimidation
- Non-consensual sharing or intimate images
- Threats, retaliation or abuse of power
- Digital sexual exploitation or image based abuse
- Other conduct meeting criminal thresholds

What this means:

- Immediate formal response required

Expected response:

- Formal investigation typically amounting to offences under civil/military law.

Safe and cohesive teams are operationally effective teams.

The *Keep it in the Green* dial represents the behavioural standard required to build and sustain safe, cohesive teams across NZDF