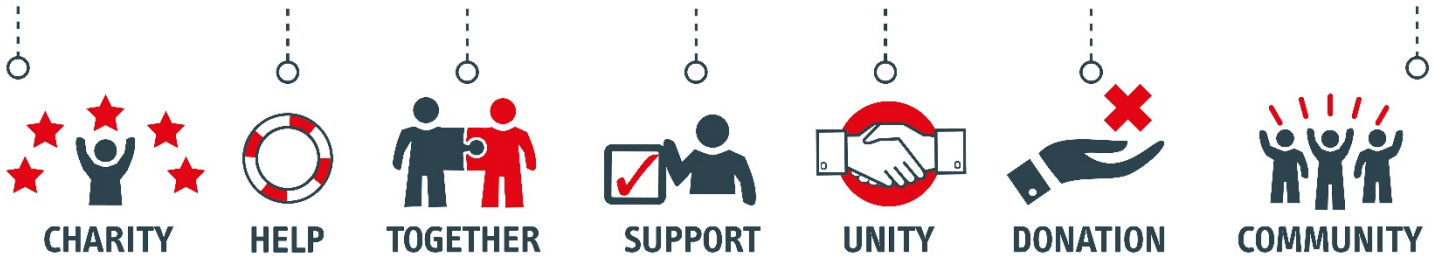


VOLUNTEERING



VOLUNTEERS CODE OF CONDUCT

Statement of Commitment

The church deplores acts of sexual molestation, abuse and other forms of harassment and holds firmly to the Christian belief that all children and vulnerable people deserve to be treated with respect, dignity and in safety. As such the church:

1. Is committed to providing a safe and secure environment for all its members, leaders, helpers and children.
2. Will ensure the protection of children and other vulnerable people from sexual abuse, molestation, harassment, physical abuse, emotional abuse and neglect.
3. Will comply with all relevant state and territory legislation regarding molestation, abuse and harassment as a minimum standard of behaviour.

All volunteers are required to behave with a high level of integrity and character and are responsible for supporting the safety, participation, wellbeing and empowerment of children and vulnerable people by:

- Upholding the church's statement of commitment to safety at all times, taking all reasonable steps to protect people from abuse.
- Treating everyone with respect.
- Listening and responding to the views and concerns of children, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another.
- Promoting the cultural safety, participation and empowerment of children irrespective of their origin (including aboriginal), their culture, their ability or disability, or their diverse background. (eg. by having a zero tolerance of discrimination).
- Ensuring as far as practicable that adults are not left alone with a child (this includes when transporting children or members of the opposite sex).
- Avoiding personal one on one counselling with children or members of the opposite sex. It is preferable to have two people present.

- Understanding that volunteers must be supervised by a Team Leader [recommendation] at all times and will be accountable to that leader.
- Respect the primary education, care and discipline role of parents.
- Having zero tolerance for bullying of any kind, including cyber bullying.
- Reporting any allegations of child abuse to the Team Leader/Safety Officer/leadership. and ensure they report any allegation to the police or child protection authority.
- Reporting any child safety concerns to the Team Leader/Safety Officer/leadership.
- Ensuring that if an allegation of child abuse is made, that as quickly as possible the children are safe.
- Encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them.

Volunteers must not:

- Develop any 'special' relationships with children that could be deemed as favouritism (for example, the offering of gifts or special treatment for specific children).
- Exhibit behaviours with children which may be construed as unnecessarily physical.
- Put children at risk of abuse (for example, by locking doors).
- Do things of a personal nature that a child can do for themselves, such as toileting or changing clothes.
- Engage in open discussions of a mature or adult nature in the presence of children or vulnerable people whilst on church grounds or participating in the activity.
- Use inappropriate language/innuendo, nor dress suggestively whilst on church grounds or participating in the activity, especially in the presence of children and vulnerable people.
- Physically discipline a child in any manner.
- Express personal views on cultures, race or sexuality whilst on church grounds or participating in the activity, especially in the presence of children or vulnerable people.
- Discriminate against any person, including because of culture, race, ethnicity or disability.
- Have contact with a child or their family outside of the church without the safety officer's knowledge and/or consent (for example, no babysitting). Random contact in the public domain is acceptable.
- Have any online contact with a child or their family outside of communiques authorised by the church.
- Ignore or disregard any suspected or disclosed abuse.