

Code of Conduct

Please note: this document is to be read in conjunction with the Veta Youth Policies found at <https://veta.org.au/privacy-policy/>

As a Staff Member, Peer Group Supervisor(PGS), Leader or Volunteer of Veta Youth, and in all physical and electronic interactions, I MUST

1. Abide by Veta Youth policies and procedures

I Will:

- Conduct myself in a manner that is consistent with the values, policies and procedures of Veta Youth.
- Comply with all relevant Australian and local legislation
- Act with integrity in all areas, including record keeping, information sharing and financial matters.

2. Respond immediately to any concerns, reports or allegations of breaches of child-safety

I Will:

- Listen and respond to the views and concerns of children, particularly if in relation to any issues of safety or abuse
- Report any concerns or suspicions regarding abuse in accordance with Veta Youth's reporting procedures and local legislation (See website links above)
- Maintain confidentiality in the reporting process, in accordance with Veta Youth processes and local legislation
- Immediately disclose to the Executive Director all charges, convictions, and allegations made against me (either directly or via my primary Veta staff contact).

I Will Not:

- Ignore or disregard any suspected or disclosed child abuse
- Make inappropriate promises to children and young people, particularly in relation to confidentiality
- Release or discuss any personal confidential information about suspected or proven child abuse or protection cases other than the Veta Team leader or the Executive Director, approved agencies, and appropriate lawful authorities
- Knowingly make false, misleading or deceptive statements.



3. Honour the intrinsic dignity of every person as created in the image of God

I Will:

- Treat all people with respect regardless of any difference, advantage, or disadvantage that may exist between myself and the other person (Gal 3:28)
- Include people in the decisions that directly affect them.

I Will Not:

- Humiliate, intimidate, harass or abuse another person in any way (e.g. physical, sexual, spiritual, emotional)
- Condone or participate in illegal activities, including using any prohibited substance
- Treat people unjustly
- Use offensive, abusive or sexually provocative language
- Do things of a personal nature that a child or vulnerable adult can do for him/herself, such as assistance with toileting or changing clothes.

4. Uphold Christian standards of attitude and behaviour

I Will:

- Uphold, in word and action, a Christian vision for human sexuality (e.g. 1 Cor 6:12-7:40; Gen 2:18-25; Song of Songs; Mt 19: 1-12)
- Be a positive role model and example of Christian conduct in daily activities (e.g. Mt 5-7; Rm 12; Gal 5:22-23)
- Ensure my language is appropriate and edifying (Eph 5:4).

I Will Not:

- Seek an unfair and personal advantage or financial gain from my position
- Take property belonging to others, including intellectual property (copyright).

5. Protect and promote the safety of Children

I will:

- Strive to create a safe environment for all people, avoiding unwarranted risky behaviours and situations
- Be accountable and transparent in my words and conduct
- Wherever possible, ensure that another adult is present when I am working in the proximity of children
- Ensure any contact with children or vulnerable adults is appropriate and within the parameters of the program/event/activity
- If an allegation of child abuse is made, ensure as quickly as possible that the child or children are safe.

I Will Not:

- Engage in any form of sexual contact or relationship with a child, or any other person under my care or supervision
- Have contact with a child or their family who is not socially connected, outside of the pastoral duties reasonably associated with my position description with Veta Youth
- Exchange personal details, (e.g. address, phone, email, social media) with a child or their family who is not socially related, without first gaining clearance from my Veta Youth staff person in charge.

Consent:

When submitting to our Online Staff, PGS, Leader or Volunteer Form at <https://veta.org.au/enrol3/>, you are agreeing to the following statements:

- I understand the Veta Youth Code of Conduct and agree to uphold the standards of behaviour described within.
- I understand and acknowledge that Veta Youth will implement disciplinary measures, up to and including reporting to relevant authorities, if I am found to be in breach of the Code of Conduct.
- I understand and acknowledge my responsibility to report any breach of the Code of Conduct immediately to the Veta Youth Executive Director.

