



CODE OF CONDUCT

Purpose of This Code

This Code of Conduct outlines appropriate standards of behaviour which Werribee Church of Christ expects from all church workers (staff and volunteers).

The purpose of this Code is to:

- Affirm the values that guide our ministry
- Promote and foster confidence within the church and the community
- Facilitate workers to be accountable
- Guide our conduct and actions in Christian leadership.

Applying this Code will:

- Help protect people participating in our activities from abuse ⁽¹⁾ and inappropriate behaviour by workers
- Help workers to maintain the standard of behaviour expected of them
- Reduce the possibility of unfounded allegations of abuse ⁽¹⁾ being made against workers.

Werribee Church of Christ Commitment to Safety

Werribee Church of Christ is committed to Christian Biblical principles. We believe that these principles include love for all our fellow human beings in thought and deed (eg Matthew 22:36-40, Matthew 7:12) and even more so for the vulnerable person (eg Luke 10:25-37, Exodus 22:21-22).

Werribee Church of Christ is committed to being a Safe Place for all who engage with us. We value diversity. We do not tolerate discriminatory ⁽²⁾ practices. We work to create a culture of safety and employ transparency, accountability and risk management practices to prevent abuse ⁽¹⁾ from occurring.

The church will not tolerate abuse ⁽¹⁾ and will report all allegations and concerns for the safety of vulnerable people to the appropriate authority.

Upholding this Code of Conduct

Workers are responsible for promoting the safety and wellbeing of all those participating in church activities.

Workers are expected to report any concerns or breaches of this Code to a church Safe Places Concerns Person.

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Code Breaches

Workers who breach this code of conduct will be subject to the Werribee Church of Christ's disciplinary procedures.

Serious breaches may result in a report being made to authorities such as the police, the local statutory authorities and/or Churches of Christ in Victoria and Tasmania.

PERSONAL UNDERTAKING - I WILL:

- Comply with all relevant Australian and local legislation.
- Act with sexual purity.
- Act with financial integrity
- Conduct myself in a manner that is consistent with the values of the church.
- Conduct myself in a manner appropriate to the positional power I have as a representative of the church.
- Treat all people with respect, showing no favouritism, regardless of race, colour, gender, language, religion, sexual orientation, political or other opinion, nationality, ethnic or social origin, culture, disability, birth or other status.
- Provide a welcoming, inclusive, and safe environment for all people.
- Encourage open communication between all people, allowing people to participate in the decisions that affect them, and encouraging them to point out attitudes or behaviours they do not like.
- Self-assess my behaviour, actions, language and relationships and take responsibility for ensuring I am accountable.
- Ensure any contact with children, young people and vulnerable adults is appropriate and within the parameters of the program/event/ministry.
- Act as an example of good Christlike conduct in daily activities.
- Challenge unacceptable behaviour by others.
- Report any concerns of abuse ⁽¹⁾ in accordance with the church's reporting procedure, keeping confidential all information that I am party to regarding child protection cases, disclosing and discussing information only with the Safe Places Concerns Person or other parties as designated by the Safe Places Concerns Person.
- Immediately disclose to the eldership all charges, convictions, and allegations made against me and changes to my WWCC and/or Police Check status.
- Induct and supervise all outside service providers that I engage to ensure the Church's values regarding Safe Places, vulnerable people and legal requirements are upheld.

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PERSONAL UNDERTAKING - I WILL NOT:

- Engage in, nor condone abusive⁽¹⁾, illegal, unsafe or unfair behaviour.
- Act in a way that can be perceived as threatening or intrusive.
- Use inappropriate, offensive, harassing, abusive⁽¹⁾, sexually provocative, demeaning, culturally inappropriate or discriminatory⁽²⁾ language.
- Use any computer, mobile phone, video, camera, or any other device to exploit or harass anyone.
- Place myself in a position where there is a risk of allegations being made. Wherever possible, I will ensure that another adult is present when I am working in the proximity of vulnerable people.
- Use any prohibited substance.
- Seek personal advantage, material gain or financial gain from my position, other than recognised wages, reimbursements, allowances.
- Unlawfully take property belonging to others, including copyrighted intellectual property.
- Knowingly make false, misleading or deceptive statements.
- 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.
- Seek to contact or spend time with any child or young person that I meet in my role as a representative of the Church outside of the designated times and activities set for performing my role.
- Engage in sexual or any other inappropriate behaviour or relationship with any person under my care or supervision including all recipients of ministry.

Notes:

(1) Abuse is an action or inaction that harms or injures another person. It may include bullying or harassment. It may be emotional, psychological, physical, verbal, sexual, spiritual, domestic, elder or child abuse.

(2) Discrimination is treating someone unfavourably because of a personal characteristic protected by Australian and Victorian law.

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PERSONAL UNDERTAKING - SIGNATURE:

I understand the *Werribee Church of Christ Code of Conduct* and I agree to behave in accord with the Code, its principles, and personal undertakings.

Name: _____

Signature: _____

Date: ___ ___ / ___ ___ / 20 ___ ___

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