

# SAFE BEHAVIOUR CODE



ARCHDIOCESE  
OF BRISBANE

The Archdiocese of Brisbane has zero tolerance for all forms of abuse and is committed to safeguarding everyone involved in its activities, ministries and services.  
The safety and wellbeing of children and adults-at-risk is paramount.

This Code guides Archdiocesan workers in their interactions with children and adults-at-risk, and helps to identify acceptable and unacceptable behaviours.

It applies to all Archdiocesan workers including priests, deacons, chaplains, seminarians, religious brothers and sisters, religious aspirants/novices, employees, volunteers and contractors.

## DO

- ✔ Treat children and adults-at-risk with dignity and respect regardless of their background, culture, ethnicity, gender, sexuality, abilities, personal characteristics and beliefs.
- ✔ Maintain proper physical, emotional and personal boundaries with children and adults-at-risk at all times.
- ✔ Use respectful and supportive language and tone of voice with children and adults-at-risk.
- ✔ Take proactive steps to manage risks and protect children and adults-at-risk from abuse, exploitation and harm (including online).
- ✔ Respond promptly and effectively to all suspicions, disclosures and allegations of abuse, exploitation and harm.
- ✔ Act promptly to ensure the safety of children or adults-at-risk who may be at risk of abuse, exploitation or harm.
- ✔ Behave as a positive role model for children and adults-at-risk.
- ✔ Promote the safety, welfare and best interests of all children and adults-at-risk.
- ✔ Listen and respond to the views and concerns of children and adults-at-risk.
- ✔ Provide adequate supervision to children and adults-at-risk according to their age, abilities and maturity (including online).
- ✔ Dress appropriately and use official Archdiocesan identity badges or apparel (e.g. uniform) where provided when engaging with children and adults-at-risk (including online).
- ✔ Respect and protect the privacy of all children and adults-at-risk (including online).
- ✔ Obtain proper prior consent to take, share or publish images of children and adults-at-risk (including online).

## DON'T

- ✘ Don't use language or engage in behaviour that is abusive, harassing, discriminatory, demeaning or culturally inappropriate towards children or adults-at-risk.
- ✘ Don't engage in unwelcome, inappropriate, unnecessary or unauthorised physical contact with children or adults-at-risk.
- ✘ Don't engage in age or capacity inappropriate discussions with or in the presence of children or adults-at-risk.
- ✘ Don't be alone with children or adults-at-risk in a private residence, presbytery or living quarters unless required for work purposes.
- ✘ Don't stay or sleep in the same room or other private setting alone with children or adults-at-risk unless required for work purposes.
- ✘ Don't enter or be alone in areas where children or adults-at-risk are dressing, bathing or toileting unless required for work purposes.
- ✘ Be excessively familiar or foster an exceptionally close or dependent relationship with a child or adult-at-risk.
- ✘ Don't downplay or ignore suspicions, disclosures and allegations of abuse, exploitation or harm.
- ✘ Don't engage in any form of sexual activity with children or adults-at-risk.
- ✘ Don't threaten or engage in physical punishment or violence towards children or adults-at-risk.
- ✘ Don't engage in unnecessary or unauthorised one-on-one interactions with a children or adults-at-risk (including online).
- ✘ Don't take, share or publish images of children or adults-at-risk without proper prior consent (including online).
- ✘ Don't share the personal, sensitive or identifying information of children or adults-at-risk without proper prior consent.
- ✘ Don't give money, affectionate gifts or other preferential treatment to a child or adult-at-risk that might give the impression of a 'special' relationship.
- ✘ Don't give cigarettes, vaping devices, alcohol, drugs or other harmful substances to children or adults-at-risk.
- ✘ Don't interact with children or adults-at-risk while under the influence of alcohol or drugs.

***I confirm that I have read these behaviour standards and understand that if I breach the standards I may be subject to disciplinary action up to and including dismissal and referral to Church and/or Statutory Authorities.***

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Print Name

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Signature

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Date