

# SAFE CONDUCT STANDARDS

## Respect & Protect

The Archdiocese 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, young people and adults-at-risk is paramount.**

These Standards establish the behaviours expected of all Archdiocesan workers (including clergy, religious, paid employees and volunteers) when interacting with children, young people and adults-at-risk. They apply to all Archdiocesan parishes, ministries, services and agencies and should be read in conjunction with other Archdiocesan and church codes of conduct and behaviour standards.

**Children/Child/Young People/Young Person:** any person under 18 years of age.

**Adult-at-Risk:** any person over 18 years of age whose capacity to protect themselves is significantly diminished by an impairment or circumstances (permanent or temporary) and they are at increased risk of abuse.

## Behaviour Standards

### DO:

- ✔ Promote the best interests and human rights of children, young people and adults-at-risk.
- ✔ Treat all children, young people and adults-at-risk with dignity and respect.
- ✔ Respect the diverse backgrounds, characteristics and beliefs of children, young people and adults-at-risk.
- ✔ Create environments that are inclusive and culturally safe for all children, young people and adults-at-risk.
- ✔ Listen and respond to the views and concerns of children, young people and adults-at-risk.
- ✔ Maintain proper physical and personal boundaries with children, young people and adults-at-risk.
- ✔ Respect and protect the privacy of children, young people and adults-at-risk.
- ✔ Actively manage risks to the safety and well-being of children, young people and adults-at-risk.
- ✔ Promptly report all abuse concerns, suspicions, disclosures, reports, complaints and incidents.
- ✔ Take prompt action to ensure the safety of a child, young person or adults who may be at risk of abuse.

### DO NOT:

- ✘ Have unnecessary or unauthorised physical contact with a child, young person or adult-at-risk.
- ✘ Have unnecessary or unauthorised one-on-one contact with a child, young person or adult-at-risk (including online).
- ✘ Be excessively familiar or foster a 'special relationship' with a child, young person or adult-at-risk.
- ✘ Use abusive, obscene or sexual language towards or in the presence a child, young person or adult-at-risk.
- ✘ Show a child, young person or adult-at-risk sexual or pornographic images.
- ✘ Interact with children, young people and adults-at-risk while under the influence of liquor or drugs.
- ✘ Unlawfully supply a child or young person with liquor or drugs.
- ✘ Unlawfully disclose personal or sensitive information about a child, young person or adult-at-risk.
- ✘ Take or share images of a child, young person or adult-at-risk without full and proper consent.
- ✘ Unlawfully discriminate against a child, young person or adult-at-risk.