

Code of Conduct

Purpose

This Code explains how workers in the Archdiocese are expected to behave. It helps create work environments that are safe, respectful, inclusive, and professional.

This Code applies to all employees and volunteers who work for the Archdiocese (except those working in Brisbane Catholic Education).

Our Commitment

We are committed to workplaces that are:

Safe – Free from harm, abuse, and danger.

Inclusive – Welcoming to all people.

Professional – Respectful, honest, and responsible.

Trustworthy – Reliable and ethical.

Service-focused – Committed to helping others.

Expected Behaviours

All workers must:

- Behave in ways that reflect Catholic values.
- Always protect children, young people, and at-risk adults.
- Never hurt, exploit, or take advantage of anyone.
- Keep clear and respectful boundaries in all relationships.
- Report any behaviour that may be inappropriate, unsafe, harmful, or unlawful.

Unacceptable Behaviour

Workers must never:

- Abuse anyone physically, emotionally, sexually, or through neglect.
- Use alcohol or drugs in a way that affects their work.
- Steal, commit fraud, or break the law.
- Bully, harass, intimidate, or mistreat others.
- Share or access inappropriate content, including online.
- Act in ways that damage trust in the Church.

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Behaviour Principles

The following principles guide how workers act and make-decisions:

Keep Everyone Safe

- Never harm or abuse anyone.
- Treat everyone with dignity and respect regardless of age, ability, background, or beliefs.
- Follow all safeguarding policies and procedures.
- Keep physical and online environments safe for all.
- Speak up if something seems unsafe or concerning.
- Report any unsafe situation without delay.

Build Respectful Relationships

- Be kind, fair, and inclusive.
- Respect privacy and personal space.
- Never bully, discriminate, or behave unfairly.
- Use any position of power with care and humility.

Use Resources Responsibly

- Be honest and careful with Church money, property, and other resources.
- Keep private and confidential information safe.
- Raise any personal or professional conflicts of interest.
- Use resources in ways that are sustainable and ethical.

Continuous Learning

- Complete all required workplace training.
- Stay informed about safeguarding, ethical behaviour, and pastoral care.
- Ask for support or advice if you're unsure about something.