

Safeguarding Code of Conduct

Camp Sunnystones is committed to the safety and protection of children, young adults and vulnerable people in all its work as outlined in the Camp Sunnystones Child Safeguarding Policy.

Camp Sunnystones' Safeguarding Code of Conduct provides clear behavioural guidelines and expectations designed to protect all people who come into contact with our organisation from harm, particularly children and vulnerable adults.

All Camp Sunnystones staff, volunteers, contractors and their staff visiting a Camp Sunnystones office, facility or program are required to adhere to this Safeguarding Code of Conduct.

General Safeguarding Behaviours

I will:

- Conduct myself in a manner that is consistent with the Values and Safeguarding Policy of Camp Sunnystones.
- Provide a welcoming, inclusive, trusted, and safe environment for all children, young people, parents, staff and volunteers that promotes the implementation of this Policy.
- Maintain a professional role and establish clear professional boundaries that protect everyone from misunderstandings or a violation of my relationship.
- Model appropriate behaviours to ensure a positive culture of respect is maintained.
- Be aware of and respect any cultural differences, sensitivities, and expectations of the different communities we work with, and refrain from any form of behaviour that would be deemed inappropriate in that setting.
- Be aware that sexual behaviour is an area of particular sensitivity, where conduct may more easily be seen as offensive or be misinterpreted.
- Take responsibility for ensuring I do not place myself in a position where there is a risk of allegations of inappropriate behaviour.
- Be transparent in my actions and whereabouts.
- Speak up when I observe concerning behaviours of colleagues.
- Immediately report any concerns or incidents of behaviour that contradicts the behaviour outlined in the Code of Conduct.
- Follow the reporting processes to report and/or respond to concerns or incidents in relation to safeguarding.
- Comply *with* Camp Sunnystones guidelines on the use of images.
- Comply with all relevant Australian and local legislation.



- Immediately disclose all charges, convictions and other outcomes of an offence that relates to child exploitation and abuse, or sexual, exploitation abuse and harassment, including those under traditional law, which occurred before or during engagement with Camp Sunnystones.

I will not:

- Use any computer, mobile phone, video camera, camera or other technology inappropriately, or use them to sexually exploit or harass any adult or child, or access or disseminate exploitative material through any medium such as social media.

Safeguarding Behaviours

I will:

- Treat all children, young people and vulnerable adults in our program(s)/care with respect.
- Conduct all one-on-one interactions with children, young people and vulnerable adults in an open space or line of sight of another adult.
- Use appropriate and inclusive language and communication with all children, young people and vulnerable adults at all times.
- Encourage open communication between all children, young people and vulnerable adults, parents, staff and volunteers.
- Encourage children young people and vulnerable adults to participate in the decision making that affects them (where applicable).
- Self-assess my behaviours, actions, language and relationships with all children, young people and vulnerable adults.

I will not:

- Engage in behaviour that is intended to shame, humiliate, belittle or degrade children, young people or vulnerable adults.
- Use inappropriate, offensive or discriminatory language when speaking with a child, young person or vulnerable adult.
- Do things of a personal nature with a child, young person or vulnerable adults that they can do for themselves, such as assistance with toileting or changing clothes.
- Take any child, young person or vulnerable adults to their own home/hotel or sleep in the same room or bed all child, young person or vulnerable adults.
- Smack, hit or physically assault or use any form of physical punishment to a child, young person or vulnerable adult.
- Supply child, young person or vulnerable adult with alcohol or drugs.
- Take alcohol or drugs in the course of delivering Camp Sunnystones activities.
- Develop sexual relationships with a child, young person and vulnerable adult.



- Develop a relationship with a child, young person or vulnerable adults that may be deemed exploitative or abusive.
- Behave provocative or inappropriate with a child, young person and vulnerable adult.
- Condone or participate in behaviour of child, young person and vulnerable adults that is illegal, unsafe or abusive.
- Photograph or video a child, young person and vulnerable adult without the consent of their parents or guardians.
- Hold, kiss, cuddle or touch a child, young person and vulnerable adult in an inappropriate, unnecessary or culturally insensitive way.
- Seek to make contact and spend time with any child, young person and vulnerable adults outside the program or care times.
- Use Camp Sunnystones' online environment to access inappropriate sites such as child pornography.

Prevention of Sexual Exploitation Abuse & Harassment Behaviours

I will:

- Immediately inform the Camp Manager if I become engaged in a personal relationship with child, young person and vulnerable adults which may be perceived as inappropriate or sexually exploitative.
- Immediately inform the Camp Manager if I become engaged in a personal relationship with child, young person and vulnerable adults where a real or perceived unequal power dynamics exists.

I will not:

- Engage in sexual relationships with a Camp Sunnystones participant, beneficiary or their family or guardian.
- Use my position to request any service or sexual favour from participant, beneficiary or their family or guardian of Camp Sunnystones programs or care, in return for protection or assistance.
- Use my position to coerce a participant, beneficiary or their family or guardian of Camp Sunnystones programs or care to engage in sexual intercourse or any sexual activity.
- Exchange or withhold, from participant or beneficiary of Camp Sunnystones programs, funds services or support of any kind for sex or sexual favours or other forms of exploitative behaviour.



Photography

To ensure the privacy and safeguarding of children when photographing or filming a child, young adult or vulnerable person or using their images or stories for work-related purposes including promotion, fundraising and development education.

I agree to:

- Take care to ensure any traditions or restrictions for reproducing personal images are adhered to before photographing or filming a child.
- Obtain informed consent from the child, young adult or vulnerable person and/or parent or guardian of the child before photographing or filming a child or obtaining their story.
- Ensure photographs, films, videos and DVDs present child, young adult or vulnerable person in a dignified and respectful manner and not in a vulnerable or submissive manner or be seen as sexually suggestive.
- Ensure file labels, meta data or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images or stories in any form.

Acknowledgment

I have read the Camp Sunnystones Safeguarding Code of Conduct and understand my personal responsibility to abide by the Safeguarding Code of Conduct at all times to protect myself and the children, young adults or vulnerable people I may come into direct or indirect contact through my work for or with Camp Sunnystones. Failure to abide by the Safeguarding Code of Conduct may result in disciplinary action.

Name

Signed

Date

