

ROAR Australia condemns all forms of child abuse, neglect, exploitation of, and discrimination against children. All ROAR Australia team members are responsible for promoting the safety, wellbeing and empowerment of children and young people. We are committed to creating and maintaining safety for all people involved in our programs.

Code of Conduct Agreement

All ROAR Australia team members and contractors are responsible for promoting the safety and wellbeing of children and young people by agreeing to and adhering to the below standards of behaviour:

I WILL:

- adhere to all relevant Australian and Victorian legislation, ROAR Australia's Child Safe Policy and other organisational policies
- comply with ROAR Australia's guidelines on physical contact with children
- raise concerns with management if risks to child safety are identified in any of the activities, facilities, structures, procedures or staffing practices at ROAR Australia
- take all reasonable steps to protect children from abuse
- report and act on any behavioural complaints, concerns or observed breaches regarding this Code of Conduct
- report any concern, allegation, disclosure or observation of child abuse to the relevant person or authority as outlined in ROAR Australia's reporting procedure and in line with mandatory reporting requirements
- respect the privacy of children and their families by keeping all information regarding child protection concerns confidential, only discussing information with the relevant people to follow reporting procedure
- treat all children and young people with respect, regardless of race, colour, sex, gender identity, sexual orientation, language, religion, political or other opinion, national, ethnic or social origin, culture, property, disability or other status
- listen to and value children and young people's ideas and opinions
- welcome all children and their families and carers by being inclusive
- actively promote cultural safety and inclusion
- listen to children and respond to them appropriately
- conduct myself in a manner consistent with the values of the ROAR Australia organisation
- work with children in an open and transparent way – other adults should always know about the work being done with children
- observe professional boundaries with children at all times, including when seeing a child outside the workplace.

I WILL NOT:

- condone or participate in behaviour with children that is illegal, unsafe or abusive
- seek to use children in any way to meet the needs of adults
- ignore or disregard any concerns, suspicions or disclosures of child abuse
- exaggerate or trivialise child abuse issues
- use hurtful, discriminatory or offensive behaviour or language with children
- discriminate on the basis of age, sex, gender identity, race, culture or sexual orientation
- initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves
- develop 'special' relationships with specific children or show favouritism or inappropriate attention
- exchange personal contact details such as phone numbers, social networking details or email addresses with children
- have unauthorised contact with children and young people online, on social media or by phone
- use any computer, mobile phone, or video or digital camera to exploit or harass children.

Consequences of Breaching the Code of Conduct

Any ROAR Australia team member or volunteers who breach this Code of Conduct may be subject to disciplinary actions that could include enhanced supervision, appointment to an alternate role, suspension or termination from the organisation.