



Together For Humanity Code of Conduct

Version Control

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V1	Approved by Board	10 February 2016

Together for Humanity Foundation Ltd.

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Introduction

Together For Humanity is a multi-faith organisation that is helping schools, organisations and communities to respond effectively to differences of culture and belief. An integral component of our work is our school based programs.

TFH is committed to creating and promoting a safe and positive environment for children and young people. This Code of Conduct provides guidance to TFH employees and volunteers of what they will and will not do.

Whilst employed, engaged or representing Together For Humanity

At all times, I will:

- Treat all children and young people, parents, school staff, community members, partner organisations, personnel, associatives and members of Together For Humanity with respect regardless of: race; colour; gender; language; disability; religion, political or other opinion; national, ethnic or social origin; cultural background; or sexual orientation.
- Provide a welcoming, inclusive and safe environment for all children and young people, parents, school staff, community members, partner organisations, personnel, associatives and members of Together For Humanity.
- Be vigilant of cultural perspectives that may influence interpretation of my behaviour towards others.
- Ensure that another adult is always present when I am working with children or young people involved in Together For Humanity programs or activities.
- Speak with my manager about any concerns I have of my involvement in any situation where my words, actions or behaviour may be misinterpreted.
- Speak with my manager if I am involved in any situation which would be likely to have a negative impact on the reputation of Together For Humanity.
- Immediately disclose all charges, convictions and other outcomes of an offence which occurred before, or occurs during, my engagement with Together For Humanity that relates to child exploitation or abuse.

In the classroom, I will:

- Develop routines and ground rules with students that establish shared expectations of acceptable and respectful interaction.
- Remember that school staff/teachers maintain primary duty of care at all times and must attend all sessions.
- Maintain clear and professional boundaries with children and young people that cannot be misinterpreted as a personal, rather than a professional, interest in the student.
- Encourage all children and young people to participate and be equally heard so that they all feel fairly treated and valued. Actively seek to draw in students who have not spoken to give them a voice.
- Be alert to cues from students and respect individual needs for personal space.
- I will allow students to opt out of activities if they feel uncomfortable.
- Be aware of issues that may be sensitive for an individual or a group of children or young people. I will structure discussions to look at a range of perspectives and avoid imposing value judgements or stifling open discussion except for those that are clearly alignment with school policy such as respect for all, tolerance etc.
- Respond to challenging behaviours by students, parents or members of the school community in a non-confrontational, calm manner to help diffuse difficult situations. When necessary, I will report to the school staff.
- Report incidents involving any challenging behaviour or threats of violence or bullying towards other students or presenters.
- Report any suspicion or information that suggests abuse (psychological, physical or sexual) or harm to a child or young person.

I will not:

- Use language or behaviour that is offensive, discriminatory, abusive, sexually provocative or flirtatious, demeaning or culturally insensitive.
- Act in a sexually provocative manner or engage children in any form of sexual activity, including paying for sexual services or acts regardless of perception of age or development.
- Spend time with children or young people involved in Together For Humanity programs and activities outside school hours unless I live and work in the same community and come together with those children and young people in the context of my family, professional or community life.
- Use social media to contact, access, solicit or befriend children or young people involved in Together For Humanity programs or activities.
- Be alone with a child or young person involved in Together For Humanity programs or activities.
- Hold, kiss, cuddle or touch a child or young person in an abusive, unnecessary or culturally insensitive way.

- Condone or participate in behaviour with children and young people which is illegal or abusive.
- Physically abuse a child or young person.
- Discriminate against or act in favour of particular children or young people to the exclusion of others.