

The Antiochian Christian Orthodox Church of Australia, New Zealand and the Philippines

CODE OF CONDUCT FOR CLERGY, EMPLOYEES, CHURCH WORKERS AND VOLUNTEERS FOR WORKING WITH CHILDREN AND YOUNG PEOPLE

Statement of Commitment	<p>Our Archdiocese wants children and young people (ie under 18 y.o.) involved in the life of the Archdiocese to have a safe, happy and spiritually beneficial experience.</p> <p>To this end, we welcome the appropriate participation of children and young people in our Archdiocesan life and we will plan ways that they can be involved.</p> <p>Ultimately, regulations, guidelines, policies and procedures, while essential, are no substitute for continuous attentive, prudent, and caring attitudes towards vulnerable persons, especially children.</p>
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Who must comply?	<p>The Code of Conduct applies to all clergy, employees, elected and appointed officials, church workers and volunteers at EVERY LEVEL of our Archdiocese. These persons are expected to observe child safe principles and meet Archdiocesan expectations for appropriate behaviour towards (and in the company of) children and young people.</p>
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These expectations are as follows:

Behaviour	Appropriate	Inappropriate
Language	<ul style="list-style-type: none"> Using encouraging/positive words and a pleasant tone of voice Open and honest communication 	<ul style="list-style-type: none"> Insults, criticisms or name calling Bullying, swearing or yelling Sexually explicit or suggestive comments/jokes
Relationships	<ul style="list-style-type: none"> Being a positive role model Building relationships based on trust Empowering children to share in decision making 	<ul style="list-style-type: none"> Spending excessive amounts of time alone with children in publicly inaccessible environments Unreasonable contact outside of working hours (either physical or via email/phone/social media) without parental supervision Bullying, harassment, intimidation Grooming children or young people
Physical Contact	<ul style="list-style-type: none"> Allowing for personal space Touching due to medical emergency or protecting from imminent physical harm Non-threatening 	<ul style="list-style-type: none"> Violent or aggressive behaviour including hitting, kicking, slapping or pushing Sexually explicit touching or contact Kissing or touching of a sexual nature consistent with 'grooming'
Other	<ul style="list-style-type: none"> Appropriate attire/clothing for role Use of internet/mobile phone for church related purposes only 	<ul style="list-style-type: none"> Using alcohol or other narcotic substances before or during church Inappropriate clothing Sending inappropriate texts, emails, or messages via social media

I (print FULL NAME as per your Working With Children Check (WWCC)):

have read the Child Safety Policy and Code of Conduct for working with children, young people and other vulnerable people involved in **Antiochian Orthodox Archdiocesan events and activities**.

I understand my responsibilities regarding working with children and young people and will work within the Child Safety Policy and Code of Conduct.

- If I breach this Code in any way, for any reason, I must inform the **Child Safety Officer listed below (or his or her replacement) and/or the Archdiocesan Child Safety Officer** of my actions and the reasons for them.
- I understand that a breach of the Child Safety Policy and/or Code of Conduct may result in disciplinary actions taken against me.

Child Safety Officer: _____

Child Safety Officer Telephone: _____

Child Safety Officer Email: _____


Signed: _____
(signature)

Witness: _____
(signature)

Name of Witness: *(print name)* _____

Date: ____/____/____

DOB:..... **WWCC number:** **Expiry date:**/...../20....

 Please attach a **photocopy of your WWCC** or Victorian Institute of Teaching card (or any document that supports your Working with Children certification).

Address:

Email address:

Telephone: