

Safeguarding Code of Conduct

Following the teaching of the Lord summarised in the 'Golden Rule': "In everything do to others as you would have them do to you; for this is the law and the prophets." Matt 7:12, the Catholic Archdiocese of Sydney (CAS) is committed to and expects the highest ethical and social standards, promoting the safety, dignity, and integrity of all. This Code applies to everyone engaged by the Archdiocese in all physical and online interactions with children and adults at risk. Safeguarding is central to CAS's mission and complements the Policy Manual and relevant laws, policies, and procedures.

I will

- Act in line with CAS mission and values, and *Integrity in Our Common Mission*.
- Comply with all CAS policies and follow reasonable and lawful directions.
- Report any concerns or complaints of abuse or harm in line with CAS policies and legislation.
- Notify CAS of any potential conflicts of interest, changes to my suitability to work with children and / or adults at risk, complete training and sign this Code as required.
- Maintain clear, professional boundaries with children and adults at risk.
- Recognise potential power imbalances and not misuse authority.
- Prioritise, act and communicate ethically and respectfully in the best interests of others, respecting their dignity, rights, and opinions.
- See all people as beloved children of God and with a view to the commandment of Christ to "love others as I have loved you". Engage with people empathetically being sensitive to their particular circumstances, burdens, difficulties and situation in life with the aim to ensure that the human dignity, safety and wellbeing of every person is always upheld.
- Remember the 'Great Commission' of Christ to spread the Good News to all peoples (cf Matthew 28:16-20), strive to make all people welcome.

I will not

- Engage in conduct which may cause sexual, physical, emotional, psychological harm, or ill-treatment to others.

Sexual harm: non-consensual sexual touching, sexual comments, conversations or communications in person or through other means such as through electronic devices, sexual grooming; production, dissemination or possession of abuse material.

Physical harm: when a person intentionally or recklessly applies physical force without lawful justification or excuse - such as hitting, striking, kicking, punching or dragging an individual.

Ill treatment: conduct towards a child or adult at risk that is unreasonable, seriously inappropriate, improper, inhumane or cruel.

Psychological and emotional harm: conduct that is intentional or reckless (without reasonable excuse), obviously or very clearly unreasonable and which results in significant emotional harm or trauma. Evidence of psychological harm to the individual that is more than transient, including displaying patterns of 'out of character behaviour', regression in behaviour, distress, anxiety, physical symptoms or self-harm.

- Ignore or dismiss concerns, suspicions, or disclosures of abuse.
- Have inappropriate physical contact or be alone with a child or adult at risk outside the scope of my role.
- Engage in inappropriate contact or communication with a child or adult at risk, including online.
- Use offensive, derogatory, or bullying language to intimidate or harass.
- Possess and / or disseminate material which depicts others in an offensive manner.
- Share sensitive information without lawful or policy-based justification.
- Perform my role while under the influence of illicit drugs or alcohol.

Breaches

Serious breaches of this Code will result in disciplinary action appropriate to the nature of the conduct and may be reported to the relevant authorities.

By signing, I confirm I understand these expectations and will review and re-sign this Code as required.

This Code of Conduct should be read in conjunction with relevant CAS policies and [Integrity in Our Common Mission](https://www.sydneycatholic.org/casys/wp-content/uploads/2024/08/Integrity-in-our-Common-Mission.pdf)¹.

Name:

Signature:

Date:

¹ <https://www.sydneycatholic.org/casys/wp-content/uploads/2024/08/Integrity-in-our-Common-Mission.pdf>