



CHILD PROTECTION CODE OF CONDUCT

For the purpose of this policy, a child will be considered to be a person under the age of 18 years unless under the law applicable to the child, majority is obtained earlier.

I, _____, agree that while implementing Austcare activities I will:

- treat children with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
- not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- not engage children in any form of sexual activity or acts, including paying for sexual services or acts. I understand that mistaken belief of the age of the child is not a defence;
- wherever possible, ensure that another adult is present when working in the proximity of children;
- not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger;
- not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my manager's permission, and ensure that another adult is present if possible;
- use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium;
- refrain from physical punishment or discipline of children (excluding my own children);
- refrain from hiring children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury;
- comply with all relevant Australian and local legislation, including labour laws in relation to child labour; and
- immediately report concerns or allegations of child abuse in accordance with appropriate procedures.

Use of children's sounds and images for work-related purposes

When recording, photographing or filming a child for work-related purposes, I must:

- before recording, photographing or filming a child, assess and endeavour to comply with local traditions or restrictions for reproducing personal images;

- before recording, photographing or filming a child, obtain consent from the child or a parent or guardian of the child. As part of this I must explain how the recording, photograph or film will be used;
- ensure recordings, photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive;
- ensure recordings and images are honest representations of the context and the facts; and
- ensure file labels do not reveal identifying information about a child when sending images electronically.

I understand that the onus is on me, as a person engaged by Austcare, to use common sense and avoid actions or behaviours that could be construed as child abuse when undertaking Austcare activities.

Signature

Date