

## **All IATI Personnel are required to abide by this Code and under the CEO, management will:**

1. Be responsible for the overall welfare and wellbeing of all Personnel;
2. Be accountable for managing and maintaining a duty of care towards all Personnel; and
3. Nominate a Child Protection Officer to provide information and support to all Personnel, children, young people and their carers regarding child protection matters.

## **All people involved in the provision of services to children on behalf of IATI will:**

1. Work towards the achievement of the aims and purposes of IATI;
2. Establish and maintain a child-safe environment in the course of their work;
3. Treat children and young people with respect and value their ideas and opinions;
4. Act as positive role models in their conduct with children and young people;
5. Be professional in their actions and maintain strict impartiality;
6. Comply with specific organisational guidelines on physical contact with children;
7. Respect the privacy of children, their families and teachers/carers, and only disclose information to people who have a need to know;
8. Maintain a child-safe environment for children and young people;
9. Operate within the policies and guidelines of IATI; and
10. Contact the police if a child is at immediate risk of abuse (telephone 000).

## **No person shall:**

1. Shame, humiliate, oppress, belittle or degrade children or young people;
2. Unlawfully discriminate against any child;
3. Engage in any activity with a child or young person that is likely to physically or emotionally harm them;
4. Initiate unnecessary physical contact with a child or young person, or do things of a personal nature for them that they can do for themselves;
5. Be alone with a child or young person unnecessarily and for more than a very short time;
6. Develop a 'special' relationship with a specific child or young person for their own needs;
7. Show favouritism through the provision of gifts or inappropriate attention;
8. Arrange contact, including online contact, with children or young people outside of IATI's services;
9. Photograph or video a child or young person without the consent of the child and his/her parents or guardians;
10. Work with children or young people while under the influence of alcohol or illegal drugs;
11. Engage in open discussions of a mature or adult nature in the presence of children;
12. Use inappropriate language in the presence of children; or
13. Do anything in contravention of IATI's policies, procedures or this Code of Conduct.

## **What happens if you breach this Code of Conduct**

If you breach this Code of Conduct you will face disciplinary action, including and up to termination of employment or cessation of engagement with IATI.