

CODE OF CONDUCT FOR VOLUNTEER LEADERS WORKING WITH CHILDREN AND YOUNG PEOPLE AT CAMP COOINDA

All volunteer leaders at Camp Cooinda are required to abide by this Code.

During the camp program, the Camp Director fulfils the role of the Child Protection Officer. Outside program, this role is fulfilled by the Executive Officer. The Child Protection Officer provides information and support to all volunteer leaders, children, young people and their carers regarding child protection matters.

The Camp Director and Program Directors are:

1. responsible for the overall welfare and wellbeing of volunteer leaders
2. accountable for managing and maintaining a duty of care towards volunteer leaders and children in Camp Cooinda programs
3. responsible for relevant administration of programs and activities in their area including the maintenance of records in accordance with Camp Cooinda's document management protocols.

All people involved in the care of children on behalf of Camp Cooinda will:

1. work towards the achievement of the aims and purposes of the organisation
2. maintain a duty of care towards others involved in Camp Cooinda's programs and activities
3. establish and maintain a child-safe environment for children and young people
4. be fair, considerate and honest with others
5. treat children and young people with respect and value their ideas and opinions
6. act as positive role models in their conduct with children and young people
7. be professional in their actions
8. operate within the policies and procedures of Camp Cooinda and comply with organisational guidelines on contact with children
9. value diversity and foster an inclusive camp environment for all campers and leaders
10. respect the privacy of children, their families and teachers/carers, and only disclose information to people who have a "need to know"
11. 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 inappropriate 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 an individual camper in a setting where they cannot be seen by other people
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 the organisation's programs and activities
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
13. do anything in contravention of the organisation's policies, procedures or this Code of Conduct.
14. in any way discriminate, harass or bully a fellow volunteer leader

What happens if you breach this Code of Conduct?

If you breach this Code of Conduct, you will face disciplinary action, including possible termination of your engagement with Camp Cooinda.