



# **Dance Stream Victoria Code of Conduct**

## **Commitment to Child Safety**

Dance Stream Victoria condemns all forms of child abuse, exploitation of children and discrimination against children. We are committed to creating and maintaining an environment that promotes safety for people involved in our programs, including all children. All Dance Stream Victoria staff and volunteers are responsible for promoting the safety, wellbeing and empowerment of children and young people.

## **Dance Stream Victoria state that we:**

- Have zero tolerance for child abuse
- Actively work to listen to and empower children
- Have systems in place to protect children from abuse and we will take all allegations and concerns very seriously and will respond to them consistently in line with our policies and procedures.
- Are committed to promoting physical, emotional and cultural safety for all children.
- Are committed to using safe dance practices and to providing a safe learning environment.

## **Consequences of Breaching the Code of Conduct**

Staff, volunteers or contractors who breach this Code of Conduct may be subject to disciplinary actions that could include enhanced supervision, appointment to an alternate role, suspension or termination from the organisation.

## **Code of Conduct Agreement**

All Dance Stream Victoria staff, volunteers and contractors are responsible for promoting the safety and wellbeing of children and young people by agreeing to and adhering to the below standards of behaviour:

## **I WILL:**

- Adhere to all relevant Australian and Victorian legislation, Dance Stream Victoria's Child Safe Policy and other organisational policies
- Comply with Dance Stream Victoria's guidelines on physical contact with children
- Raise concerns with management if risks to child safety are identified in any of the activities, facilities, structures, procedures or staffing practices at Dance Stream Victoria
- Take all reasonable steps to protect children from abuse
- Report and act on any behavioural complaints, concerns or observed breaches regarding this Code of Conduct
- Report any concern, allegation, disclosure or observation of child abuse to the relevant person (Dance Stream Victoria Director) or authority as outlined in Dance Stream Victoria's reporting procedure and in line with mandatory reporting requirements including the Reportable Conduct Scheme
- Respect the privacy of children and their families by keeping all information regarding Child Protection concerns confidential, only discussing information with the relevant people to follow reporting procedure
- Treat all children and young people with respect, regardless of race, colour, sex, gender identity, sexual orientation, language, religion, political or other opinion, national, ethnic, or social origin, culture, property, disability or other status
- Listen to and value children and young people's ideas and opinions
- Welcome all children and their families and carers by being inclusive
- Actively promote cultural safety and inclusion
- Listen to children and respond to them appropriately
- Conduct myself in a manner consistent with the values of Dance Stream Victoria
- Work with children in an open and transparent way - other adults should always know about the work being done with children
- Observe professional boundaries with children at all times, including when seeing a child from Dance Stream Victoria outside the workplace

## I WILL NOT:

- Condone or participate in behaviour with children that is illegal, unsafe or abusive
- Seek to use children in any way to meet the needs of adults
- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Exaggerate or trivialise child abuse issues
- Use hurtful, discriminatory or offensive behaviour or language with children
- Engage in rough physical games
- Discriminate on the basis of age, sex, gender identity, race, culture or sexual orientation
- Put children at risk of abuse (for example, by purposefully obscuring CCTV view)
- Engage in open discussions of a mature or adult nature in the presence of children (e.g. drinking alcohol on the weekend)
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes
- Develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention
- Have unauthorised contact with children and young people online, on social media or by phone
- Use any computer, mobile phone, or video or digital camera to exploit or harass children

**I have read this Code of Conduct and agree to abide by it at all times.**

Name \_\_\_\_\_

Signature \_\_\_\_\_ Date / /

Name of Director \_\_\_\_\_

Signature \_\_\_\_\_ Date / /

Name of Witness \_\_\_\_\_

Signature \_\_\_\_\_ Date / /