

# Atlassian Foundation Policy

## Child Protection Code of Conduct

When taking part or implementing AFIL programs or projects, I, \_\_\_\_\_ will conduct myself in a manner consistent with being a positive role model to children by following the behavioural guidelines and expectations set out below.

I will:

- Provide a welcoming, inclusive and safe environment for all children, parents, staff and volunteers;
- Respect all children and treat them equally regardless of race, colour, sex, language, disability, religion, political or other opinion, national, ethnic or social origin, birth or other status;
- Respect cultural differences;
- Listen to and be observant of children and be sensitive to the signals they send me about how comfortable they are with me (their language, conversation and physical intimacy) and respond appropriately and accordingly (including stopping any interaction with a child if a child says stop or if the child appears uncomfortable with the interaction);
- Always be in view of another adult when with a child whenever this is possible or practical; that is, not be alone with a child unless it is unavoidable or the child is in immediate danger;
- Encourage open communication between all children, young people, parents, staff and volunteers so that they may speak out about issues that affect them;
- Report any concern in accordance with the AFIL Child Protection Policy;
- Take responsibility for ensuring I am accountable and do not place myself in positions where there is a risk of allegations being made;
- Self-assess my behaviours, actions, language and relationships with children;
- Be transparent in my actions and whereabouts;
- Comply with local, national and international child protection laws;
- Comply with the AFIL Child Protection Policy and this Code;
- Be a positive role model for children;

I will not:

- Engage in behaviour that is intended to shame, humiliate, belittle, degrade or exploit a child or otherwise emotionally or physically abuse or allow the abuse of a child.

- Use inappropriate, offensive or discriminatory language when speaking with a child or young person.
- Do things of a personal nature that a child can do for him/herself, such as assistance with toileting or changing clothes.
- Take children to my own home/hotel or sleep in the same room or bed as a child.
- Smack, hit or physically assault a child.
- Involve children in sexual relationships of any sort.
- Develop a sexual relationship with child or a relationship with a child that may be deemed or perceived to be inappropriate, exploitative or abusive.
- Behave provocatively or inappropriately with a child.
- Condone or participate in, behaviour towards children that is illegal, unsafe or abusive.
- Act in a way that shows unfair and differential treatment of children.
- Photograph, video or interview a child without the consent of the child (and his/her parents or guardians if relevant) after careful explanation of how I will use them.
- Hold, kiss, cuddle or touch a child in an inappropriate, unnecessary or culturally insensitive way.
- Seek to make contact and spend time with any child or young person outside the necessary times.
- Access or create sexual images of children.
- Use computers, mobile phones, video and digital cameras inappropriately, such as for the purpose of threatening, exploiting or harassing children.
- Hire children as domestic labour or any other labour which is inappropriate for their age or development or without consent.

I acknowledge that I have read the AFIL Child Protection Policy and this Code of Conduct and agree to abide by them.

I acknowledge that disciplinary action may be taken against me (including termination of employment) if I breach the AFIL Child Protection Policy or this Code of Conduct or if my conduct or behaviour has or may put at risk the safety and wellbeing of any child and the protection of children from harm, abuse and exploitation in any way that AFIL considers to be unacceptable.

Signed:

Name:

Date:

