



## **Dogs SA Child Safe Code of Conduct Policy**

**Caring for children and young people brings additional responsibilities for employees and volunteers of our organisation. All employees and volunteers of our organisation are responsible for promoting and protecting the safety and wellbeing of children and young people by:**

- always sticking to the Dogs SA child safe policy and taking all reasonable steps to ensure the safety and protection of children and young people
- treating everyone (this includes staff, volunteers, students, children, young people and parents) including those of different race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes and religious beliefs with respect and honesty and ensure equity is upheld
- being a positive role model to children and young people in all conduct with them
- setting clear boundaries about appropriate behaviour between yourself and the children and young people in Dogs SA – boundaries help everyone to understand their roles
- listening and responding appropriately to the views and concerns of children and young people
- being always mindful about bullying behaviours and responding promptly and appropriately
- ensuring another adult is always present or in sight when conducting one to one coaching, instruction, or other activity
- being alert to children and young people who have been harmed, or may be at risk of harm and reporting this quickly to the Child Abuse Report Line (13 14 78)
- responding quickly, fairly, and transparently to any complaints made by a child, young person, or their parent/guardian • encouraging children and young people to 'have a say' on issues that are important to them.

### **Employees and volunteers must not:**

- engage in rough physical games
- develop any 'special' relationships with children and young people that could be seen as favouritism such as the offering of gifts or special treatment
- do things of a personal nature that a child or young person can do for themselves, such as toileting or changing clothes
- discriminate against any child or young person because of age, gender, cultural background, religion, vulnerability, or sexuality.

### **Reporting a Breach of the Code of Conduct**

Any reports of breach of the Code of Conduct should be made to the Executive Officer, Dogs SA.

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

Any breaches of this Code of Conduct will be investigated promptly by the Executive Officer and further investigation may be undertaken by the Investigations Committee which could lead to Disciplinary action. Complainants will be informed of the outcome as soon as possible.