

Policy and Procedures

Code of Conduct, Ethics and Unacceptable Behaviours 2020



CODE OF CONDUCT¹

This Code of Conduct is a personal commitment. Its purpose is to protect all members of Scouting. It applies to all members over the age of 18, regardless of location and role, when engaging with young people and adults in any form. This includes face to face contact and using technology such as on-line formats. Parents and guardians who wish to actively participate in Scouting activities must also follow this Code.

I will set an example that I would wish others to follow.

Therefore, I will:

- Respect the dignity of myself and others.
- Demonstrate a high degree of individual responsibility.
- Recognise at all times that my words and actions are an example to other members of the Movement.
- Act at all times in accordance with the Promise and Law, Code of Ethics and this Code of Conduct, thereby setting a suitable example for all.
- Not use the Movement to promote my own beliefs, behaviours and practices where these are not compatible with Scouting Principles.
- Adhere to the Scouts Australia Child Protection Policy and provide a safe environment for youth members participating in the Scout Program, their parents or guardians and visitors.
- Report any conduct seen or heard that does not comply with this Code of Conduct to the appropriate Scouting person.

UNACCEPTABLE CONDUCT

Considering the Code of Conduct for Adults in Scouting, I recognise that the following behaviours are **never acceptable**.

I understand that if I demonstrate any of the following behaviours that my conduct will be investigated and I may subsequently be reported, disciplined and/or dismissed from Scouts Victoria.

- Any form of physical, emotional, psychological, sexual, cultural, racial or religious abuse.
- Entering an area where children are changing or showering, or entering youth members' tents or sleeping areas on camp when young people are in bed (without a valid reason, such as an emergency).
- Transporting an individual youth member alone (unless their own child, or in an emergency).
- Communicating one-on-one with youth members outside of Scouts through text messaging or via social media.
- Developing special relationships, including one-on-one catch up sessions for missed Scouting activities.
- Distributing inappropriate materials via any channel.
- Engaging in discussions with young people that are not age-appropriate.
- Encouraging the use or consumption of alcohol, smoking, or use of illicit substances by youth members.
- Being under the influence of alcohol or illicit substances while undertaking duties as an Adult in Scouting.
- Behaving towards a youth member in a manner that makes them uncomfortable.
- Breaching the Scouts Australia Code of Conduct. Adults in Scouting also commit to our Code of Ethics.

¹ 1 P 5.2.2 Scouts Australia – Policy and Rules

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CODE OF ETHICS²

Integrity

We demonstrate Integrity by:

- Acting with honesty, truthfulness and fostering appropriate healthy professional relationships.
- Recognising and fulfilling where possible, our obligations to our community.
- Taking responsibility for our own actions and developing integrity in others.
- Acting with impartiality, truthfulness and honesty.

Respect

We demonstrate Respect by:

- Showing consideration to others, recognising each individual's uniqueness and diversity.
- Minimising our impact on the environment and seeking to be good caretakers for future generations.
- Committing to members well-being and on-going learning through the practice of positive influence, good judgement and empathy in practice.

Courage

We demonstrate Courage by:

- Providing challenging, developmental opportunities to empower young people.
- Being good role models in Scouting, demonstrating positive attitudes and willingness to live by the Scout Promise and Law.
- Being fair and reasonable.

² 2 P 5.2.1 Scouts Australia – Policy and Rules