



Code of Conduct

This Code of Conduct sets out the behaviour which Gateway Baptist Church expects from all people associated with or representing it. These expectations are in line with our Constitutional By-Law which states: ***Live holy lives in Christian love, taking care to watch over each other for good, and to encourage one another to love and good works.*** (Gateway Baptist Inc. Constitution By-Laws 4.1b)

Gateway Baptist Church condemns all forms of abuse, discrimination and sexual exploitation, and is committed to creating and maintaining an environment which promotes safety and inclusiveness for all people.

*Therefore, as we have opportunity, let us do **good** to all people, especially to those who belong to the family of believers. Galatians 6:10*

Imitate God, therefore, in everything you do, because you are his dear children. ² Live a life filled with love, following the example of Christ. He loved us^[a] and offered himself as a sacrifice for us, a pleasing aroma to God. ³ Let there be no sexual immorality, impurity, or greed among you. Such sins have no place among God's people. ⁴ Obscene stories, foolish talk, and coarse jokes—these are not for you. Ephesians 5: 1-3

Purpose

- To help to protect all people and particularly those who are vulnerable such as children and young people from abuse and inappropriate behaviour from attendees and people in leadership
- To help all who attend, including staff and volunteers, understand and maintain the standard of behaviour expected of them
- To reduce the possibility of allegations of abuse being made against our church, leaders and people in authority
- To provide possible victims a pathway for voicing their concerns




Upholding this code of conduct

All who attend, all members of staff, volunteers and visitors:

- Are expected to report any breaches of this code to the Safety Officer
- Will be subject to Gateway Baptist Church's disciplinary procedures if this code is breached and may be asked to leave Gateway Baptist church and any associated programs/events/ministries
- May be reported to the police or the statutory child protection authorities for serious breaches such as abuse
- Will commit to the provision of a safe environment for children, people living with a disability, people with a cultural and/or linguistic diverse background and will consult with Aboriginal and Torres Strait Islander people about supporting their specific needs

Code of Conduct Commitment

I acknowledge that I have read and understood the Gateway Baptist Church Safe Church Policy and the Gateway Baptist Church Safe Children Policy. I commit to modelling the behaviours and attitudes expressed in the following principles.

<h3>All Are Welcome</h3> 	<p>I will:</p> <ul style="list-style-type: none"> • Treat all people with respect and without prejudice • Provide a welcoming, inclusive and safe environment for all people • Respect cultural differences • Act fairly towards all people <p>I will not:</p> <ul style="list-style-type: none"> • Speak or behave in a way that shames, belittles or degrades any person, young or old • Act or speak threateningly or aggressively • Make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people
<h3>All Are Safe</h3> 	<p>I will:</p> <ul style="list-style-type: none"> • Be transparent in my actions and whereabouts • Keep confidential all personal information that I am party to • Be mindful of and accountable for my behaviour • Act and speak appropriately and safely towards all • Comply with all relevant Australian and Tasmanian legislation • Report suspicions and allegations of abuse <p>I will not:</p> <ul style="list-style-type: none"> • place myself in positions where there is a risk of allegations being made • Be on my own with children or young people • Use inappropriate, offensive, harassing, abusive, sexually provocative, demeaning, culturally inappropriate or discriminatory language • Condone or participate in behaviour that is illegal, unsafe or abusive • Take videos or photos without permission
<h3>All Are Cared For</h3> 	<p>I will:</p> <ul style="list-style-type: none"> • Be aware of those who require support and assistance and respond appropriately • Ensure programs are made accessible for people with a disability • Challenge unacceptable behaviour <p>I will not:</p> <ul style="list-style-type: none"> • Ignore unfair or abusive behaviours • Engage in inappropriate or sexual relationships with children or young people

I am responsible for my own actions and utilise safe church standards and best practices to avoid actions and behaviours that could be in breach of this code of conduct and the safe church/child protection policies of Gateway Baptist Church.

I have read the Gateway Baptist Church Safe Church Policy and Code of Conduct and discussed its contents with my team leader/pastor. I am aware that Gateway Baptist Church expects me to uphold at all times the standards of behaviour described in the Code of Conduct above. I also understand that disciplinary measures and legal steps will be taken if I am found to be in breach of the Code of Conduct. I understand that in making this report, Gateway Baptist Church may have to inform other authorities, in a confidential manner and only if necessary, for the safety of the child, the staff member or the agency, or to meet obligations under Australian law.