

Defence Youth Safe Code of Conduct (Adult)

Defence Statement of Commitment

Defence is committed to keeping all youth safe by fostering youth safe behaviours and providing a youth safe environment.

The Defence Youth Safe Code of Conduct sets the minimum standards of behaviour expected of any person who works with youth on behalf of Defence. It provides a high-level statement of professional boundaries defined by ethical/acceptable and unacceptable behaviours.

This Code of Conduct applies in all situations where youth are engaged on behalf of Defence, including engagement through the use of social media and digital technology.

Ethical/Acceptable Behaviours

I will:

- Treat everyone, especially youth, with respect regardless of their age, gender, ability, race, cultural background, religious beliefs or sexual identity.
 - Behave at all times in a manner that upholds Defence Values.
 - Listen and empathetically respond to the views and concerns of youth, particularly if they communicate concern for their own or others health, protection or wellbeing.
 - Role model youth safe behaviour and immediately challenge unacceptable behaviour with a view to stopping any form of unacceptable behaviour.
 - Ensure that all interactions with youth are for the sole purpose of executing authorised activities and achieving approved training outcomes.
- Promote the inclusion, participation and empowerment of all youth, in particular:
 - linguistically and culturally diverse youth
 - Aboriginal and Torres Strait Islander youth
 - lesbian, gay, bisexual, transgender, intersex and asexual youth
 - youth with a disability, vulnerability or diverse needs
 - Where practicable, only interact with youth in the presence of others.
 - Obtain the informed consent of youth and their parent/guardian before taking imagery of the youth, and only create imagery that depicts youth in an appropriate manner.
 - Take immediate action to ensure the health, protection and wellbeing of a youth if I believe that a youth has been, or is at risk of being, harmed or abused.
 - Report all incidents, allegations, suspicions and disclosures of unlawful or other unacceptable behaviour, as defined in annex A to this Code of Conduct, to an appropriate commander or manager as soon as practicable.
 - Follow reasonable direction and comply with all Defence, Group/Service and subordinate level youth safe policies, procedures and practices.
 - Maintain my Working with Children Checks clearance and advise my commander or manager of any event or issue that impacts or could impact my suitability and clearance to work with youth.

Continued overleaf

Special Care Provisions

I acknowledge that when employed in a youth supervisory role I am prohibited from a sexual relationship with youth for whom I have supervisory responsibilities, regardless of State/Territory age of consent laws.

Unacceptable Behaviours

I will **NOT**:

- Abuse my power/authority or engage in any unlawful or other unacceptable behaviour, as defined in annex A to this Code of Conduct, with or in relation to a youth or any other person, in either the physical or online environment.
- Allow others to behave in a manner that endangers the health, protection and wellbeing of a youth or any other person.
- Ignore any concerns, allegations, suspicions, disclosures, events or incidents of unacceptable behaviour that has affected, or has the potential to affect, the health, protection and wellbeing of a youth or any other person.

Annex:

A. Unacceptable Behaviours in a Youth Protection context

Acknowledgement

I acknowledge that:

- I have read the Defence Youth Safe Code of Conduct and understand what constitutes ethical/acceptable and unacceptable behaviour.
- I will adhere to the Defence Youth Safe Code of Conduct at all times.
- I understand Defence will take action if I breach this Code of Conduct, which may include:
 - advising police, child protection and other government authorities
 - pursuing criminal, disciplinary and/or administrative action as appropriate.

Signature: _____

Name: _____

Rank/Title: _____

Position: _____

Date: _____

Witness

Signature: _____

Name: _____

Rank/Title: _____

Position: _____

Date: _____