

COVENANT FOOD & YOUTH OUTREACH

Code of Conduct

Our Commitment

Covenant Food & Youth Outreach is committed to providing a safe, respectful, and positive environment for all young people, families, volunteers, and staff. This Code of Conduct sets out the standards of behaviour expected of everyone involved in our programs.

By participating in our programs, you agree to abide by this Code of Conduct.

Section 1: Respect and Inclusion

Expectation	You Must
Treat others with respect	Speak and act towards others with courtesy. Do not use offensive, discriminatory, or hurtful language.
Value diversity	Respect people of all backgrounds, cultures, abilities, genders, and beliefs.
No bullying or harassment	Do not engage in physical, verbal, or psychological bullying, harassment, or intimidation. This includes online behaviour.
No discrimination	Do not discriminate against anyone based on race, religion, gender, age, disability, or sexual orientation.

Section 2: Safety and Wellbeing

Expectation	You Must
Follow safety instructions	Comply with all safety rules, instructions from staff/volunteers, and emergency procedures.
Report hazards	Tell a staff member or volunteer immediately if you see anything unsafe.

No violence	Physical violence, threats, or aggressive behaviour will not be tolerated.
No alcohol or drugs	Alcohol, illegal drugs, and smoking/vaping are strictly prohibited at all programs and events.
Respect equipment	Use all equipment, instruments, and facilities safely and as intended.

Section 3: Child Safety (For Volunteers and Staff)

Expectation	You Must
Working With Children Check	Hold and maintain a valid WWCC before working with young people.
Two-adult rule	Never be alone, one-on-one, with a young person. At least two adults must be present at all times.
No private contact	Do not contact young people privately via phone, social media, or messaging apps. All communication must go through official channels or parents.
Appropriate physical contact	Physical contact must be appropriate to the context (e.g., high-fives, side hugs). Never touch a young person in a manner that could be misinterpreted.
Report concerns	Immediately report any concern about a young person's safety or wellbeing to the designated Child Safety Officer.

Section 4: Online and Social Media

Expectation	You Must
Respectful online behaviour	Do not post content that bullies, harasses, or embarrasses others.
No sharing of private information	Do not share personal contact details, photos, or locations of young people without consent.

Official accounts only	Only designated staff/volunteers may post on behalf of Covenant Food & Youth Outreach.
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Section 5: Consequences

Breaches of this Code of Conduct may result in:

- 1. A verbal warning (for minor, first-time issues).
- 2. A written warning and temporary suspension from programs.
- 3. Permanent removal from the program and, where necessary, referral to the relevant authorities.

Serious breaches (e.g., violence, abuse, or illegal activity) will result in immediate removal and may be reported to NSW Police.

Section 6: Reporting Concerns

If you have a concern about a breach of this Code of Conduct, or any issue related to safety, report it to:

Child Safety Officer: [Name]

Email: [Insert Email]

Phone: [Insert Phone]

All reports will be taken seriously and handled confidentially.

I have read and agree to abide by this Code of Conduct.

Participant/Volunteer Name: _____

Signature: _____ **Date:** ____ / ____ / ____

Parent/Guardian Signature (if under 18): _____ **Date:** ____ / ____ / ____