



**VICTORIAN KOOKABURRAS  
BASEBALL TOURS Inc**

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## Victorian Kookaburras Baseball Tours Inc Child Safe Code of Conduct

### Purpose

This **Child Safe Code of Conduct** is a document outlining expected behaviours of the volunteer committee, officials and coaches, host families and authorised persons engaged by Victorian Kookaburras Baseball Tours Inc (**Victorian Kookaburras**) to child safety.

All are responsible for the safety and wellbeing of children and young people who engage Victorian Kookaburras. All are expected to act in accordance with this Code of Conduct in their physical and online interactions with children and young people under the age of 18 years.

<b>I WILL</b>	<ul style="list-style-type: none"><li>▪ Act in accordance with the Victorian Kookaburras Child Safe Policy, this Code of Conduct and other policies and procedures at all times.</li><li>▪ Take all reasonable steps to protect children from abuse</li><li>▪ Treat everyone with respect, including listening to and valuing their ideas and opinions</li><li>▪ Welcoming all children and their families and carers and being inclusive</li><li>▪ Respecting cultural, religious and political differences and acting in a culturally sensitive way, particularly when interacting with children who are Aboriginal or otherwise culturally or linguistically diverse and those with a disability</li><li>▪ Modelling appropriate adult behaviour</li><li>▪ Listening to children and responding to them appropriately</li><li>▪ Reporting and acting on any breaches of this Code of Conduct, complaints or concerns appropriately and treat them seriously and with respect.</li><li>▪ Complying with our guidelines on physical contact with children</li><li>▪ Working with children in an open and transparent way – other adults should always know about the work you are doing with children</li><li>▪ Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.</li></ul>
<b>I will NOT</b>	<ul style="list-style-type: none"><li>▪ Seek to use children in any way to meet the needs of adults</li><li>▪ Ignore or disregard any concerns, suspicions or disclosures of child abuse</li><li>▪ Use prejudice, oppressive behaviour or language with children</li><li>▪ Engage in rough physical games</li><li>▪ Discriminate on the basis of age, gender, race, culture, vulnerability or sexuality</li><li>▪ Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes</li><li>▪ Develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention</li><li>▪ Exchange personal contact details such as phone number, social networking site or email addresses with children</li><li>▪ Have unauthorised contact with children and young people online or by phone.</li></ul>
<b>If I think this Code of Conduct has been Breached by another person in the Victorian Kookaburras I WILL:</b>	<ul style="list-style-type: none"><li>▪ Act to prioritise the best interests of children.</li><li>▪ Take actions promptly to ensure that children are safe.</li><li>▪ Promptly report any concerns to the Victorian Kookaburras Child Safety Officer, or Committee Member or leader in the Victorian Kookaburras.</li><li>▪ Follow the Victorian Kookaburras policies and procedures for receiving and responding to complaints and concerns.</li><li>▪ Comply with Victorian <i>Child Wellbeing and Safety Act 2005</i> (the Act) requirements on reporting if relevant, and with the Victorian Kookaburras policy and procedure on internal and external reporting.</li></ul>

<p><b>I agree to abide by this Code of Conduct while a volunteer with the Victorian Kookaburras.</b></p> <p><b>I understand that breaches of this Code of Conduct may lead to disciplinary action or termination of my volunteer engagement with the Victorian Kookaburras.</b></p>	<hr/>
	<b>Signature</b>
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	<b>Full Name</b>
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	<b>Date</b>
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**Reviewing this policy**

This Child Safe Code of Conduct is reviewed every 12 months in conjunction with those covered by this code of conduct.

*Reviewed and Endorsed by the Victorian Kookaburras Committee.  
1 September 2019*

*Next Review Due  
1 September 2020*