

## **Mukti Australia Code of Conduct**

Mukti Australia (hereafter MA) staff, volunteers, visitors, partners, stakeholders and associates are expected to maintain professional boundaries and treat children and young people with care and respect at all times. This Code of Conduct has been developed to protect and safeguard children by providing clear behavioural guidelines for MA staff and personnel which are as follows:

I will:

- Ensure to safeguard children in my care at all times.
- Respect all children regardless of their age, gender, race, sexual orientation, religious beliefs, political beliefs, mental or physical health, family background, economic status, culture or criminal history.
- Encourage transparency between children, young people, local and international staff, volunteers, visitors and all other relevant stakeholders.
- Ensure that I am never alone with a child.
- Be accountable and ensure that I do not place myself in a position where my behaviour may lead to allegations of a breach of the MA Child Protection Policy, MA Code of Conduct or local child protection policies.
- Regularly reflect upon and assess my behaviour, language, and relationships with children with whom I come into direct and indirect contact.
- Comply with all relevant Australian and international child protection and mandatory reporting legislation.
- Immediately report a child protection concern or disclosure of alleged abuse by a child to the Australian or Country Director.
- Ensure that digital media is used in an appropriate and truthful manner.

I will not:

- Engage in activity that will shame, humiliate, ignore, degrade and exploit children. Nor will I hit, smack, push, grab, shake or physically assault a child.
- Engage in any sexual, extra marital or homosexual activity with a child or involve a child in any form of sexual relationship.
- Kiss, hug, caress or touch a child in an inappropriate, unnecessary or culturally inappropriate manner.
- Act in a culturally insensitive manner by forming inappropriate emotional bonds or make unrealistic promises to a child.
- Develop or foster relationships with children that are exploitative or abusive, or condone children to participate in activity that is illegal, abusive, inappropriate, or unsafe.
- Show favouritism or partiality towards a particular child/children.
- Behave inappropriately or provocatively with a child, resident or staff member.
- Do things for a child that they can do for themselves i.e. Change clothing, take to the toilet, bathe etc.
- Use suggestive speech; or inappropriate, discriminatory or offensive language when speaking to a child.
- Enter the home of a child, resident or staff unless I am accompanied by a female.
- Take children to my residence/ accommodation, sleep in the same bed or sleep close to a child under any circumstances. I will refer to PRMM or WoH staff if a child (other than my own child) is in need of 24-hour supervision.
- Seek to make contact with a child outside of the time that I am onsite or without screening and consent from MA, the Country Director/CEO or local staff i.e. in person, via social media, post, email or video correspondence.
- Be unaccompanied on the 'inside' campus (aside from my own accommodation) after 8pm unless directed by the Country Director/CEO.
- Be alone with a child, young person or resident unless it is an emergency or it has been approved by the Country Director/CEO.
- Use MA's, PRMM, WoH or my own computer, phone, video or digital cameras inappropriately or for the purpose of exploiting or demeaning children.

- Take photographs, video or conduct interviews with children or young people without informed consent of the child, parent, staff member or authorised care giver.
- Take photos of individual children without permission from the Country Director/CEO.
- Upload photos of and / or tag individual children on any form of personal social media. \*Authorised staff must seek approval from the Country Director/CEO or MA National Director prior to posting images of children via print or electronic media on the MA website or social media account(s).
- Reveal the identity of a child or young person i.e. name, ID number, background, family members.
- Take photos of myself or other westerners holding babies or children.
- Take photos which depict children in an inappropriate, undignified, vulnerable or sexualised manner.
- Speak to the media about any issue related to MA, PRMM, who, or local partners or other associated personnel.
- Hire or participate in behaviour that seeks to exploit children or young people as domestic labour.
- Invite a child to leave, or be taken away from their community or invite children to visit my home country.
- Provide or exchange my electronic, social media, postal or telephone contact details to a child at the project site.
- Consume any alcohol or take illicit drugs whilst on a MA tour or whilst I am visiting a project site, PRMM or WoH
- Arrange any return visit to the project site without notifying MA Volunteer Coordinator or MA National Director.