

Code of Conduct



POLICY STATEMENT

Centacare North Queensland's (NQ) vision is 'Wellbeing for All'. Achieving this relies on maintaining a skilled, professional workforce that demonstrates shared values, behaviours and approaches in all aspects of service delivery. This Code of Conduct applies to all employees, students, volunteers, contractors and representatives of Centacare NQ.

Employees and representatives of Centacare NQ will:

1. Respect and Inclusivity:

- Uphold safeguarding practices that prioritise the safety, wellbeing and rights of children, young people and vulnerable individuals.
- Embrace diversity and inclusivity, and actively promote an environment where people feel safe, valued and respected.
- Not engage in discrimination, harassment or bullying or inappropriate behaviour based on race, gender, sexual orientation, religion, nationality, disability, or any other protected characteristic.

2. Safety and Wellbeing:

- Prioritise the physical and psychosocial safety and wellbeing of all individuals within Centacare NQ
- Actively support a safe workplace culture in accordance with legislated workplace health and safety requirements.

3. Privacy and Consent:

- Treat all information with confidentiality, privacy and respect ensuring collection, storage and sharing of information adheres to the requirements of legislation, Centacare NQ policies and professional obligations.
- Obtain informed and documented consent prior to recording or sharing personal information, including photographs, images, audio or other recordings.

4. Communication:

- Communicate openly, honestly, and respectfully with colleagues, clients, participants and stakeholders, ensuring communication is not disruptive, aggressive, harassing, intimidating or disrespectful.
- Ensure written communication reflects a high professional standard and represents the values and reputation of Centacare NQ.

5. Professionalism:

- Maintain professionalism in all activities undertaken on behalf of Centacare NQ.
- Not engaged in dishonest or unethical behaviour or any conduct that may damage the reputation of Centacare NQ, the Catholic Diocese of Townsville or the communities we serve.

Paula Washington
Executive Director

A handwritten signature in black ink, appearing to read 'Paula Washington', written over a horizontal line.

Date 30-03-26

www.centacarenq.org.au

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