

## Code of Conduct Policy

Approved February 2024

The SU NSW Code of Conduct applies to everyone taking on a role in SU NSW, including SU NSW Representatives, who will be required to sign and abide by it at all times including when engaging in SU NSW work, events and activities and when representing SU NSW at events, activities and within the community. This Code sets out the conduct required of these people.

The aim of the Code is to:

1. Keep children and vulnerable people safe.
2. Ensure that SU NSW Representatives commend the gospel by their conduct at all times.
3. Safeguard the reputation of SU NSW.

The SU NSW Code of Conduct operates alongside the SU NSW Aims, Beliefs and Working Principles and any other SU NSW policies adopted from time to time.

As a SU NSW Representative you will:

1. Adhere to the Scripture Union Aims, Beliefs and Working Principles, other doctrines of SU NSW and the religious ethos and objectives of SU NSW, and carry out activities in a way that is consistent with these doctrines.
2. Recognise that you owe a duty of care to the children, and to others in your care, along with their parents and caregivers, to ensure that you do not exploit or cause them harm in any way (including physically, psychologically, sexually, spiritually or financially).
3. Recognise that all human beings are of equal worth in the sight of God. In light of this, respect the dignity of all people regardless of age, race, religion, gender, gender identity, political belief, disability or sexual orientation.
4. Regularly meet God through personal bible engagement and prayer.
5. Participate regularly and frequently in the life of a local Christian church or fellowship and participate as required in biblical and spiritual elements of SU NSW programs with which you are involved.
6. Strive to keep your public and private life above reproach including complying with applicable laws and SU NSW policies.
7. Ensure that your language and behaviour is appropriate, polite and respectful.
8. Disclose to SU NSW any physical, psychological, emotional or medical condition you have which may impact on your ability or suitability to hold a role within SU NSW.
9. Disclose to SU NSW any past criminal convictions that you have prior to accepting any role with SU NSW.
10. Disclose to SU NSW any pending criminal charges or complaints made about your moral conduct whether made to any government agency, employer, institution or church.
11. Respect and comply with the reasonable instructions of SU NSW Representatives at all times whilst acting in a role with SU NSW.
12. Follow Biblical standards in all that you do, including in the expression of human sexuality. This includes deliberate choices for celibacy or heterosexual monogamous marriage.
13. Acting with financial integrity in all financial processes and transactions.



14. Conduct yourself in accordance with SU NSW's Safe Ministry framework.
15. Immediately advise a SU NSW staff member if you are aware of breaches of any part of this Code.

As a SU NSW Representative you will not:

1. Teach or promote doctrines or practices which are inconsistent with the SU Aims, Beliefs and Working Principles, other doctrines of SU NSW and the religious ethos and objectives of SU NSW.
2. Engage in any activity likely to exploit or cause harm to children or others in your care (including physically, psychologically, sexually, spiritually or financially).
3. Engage in any activity that could be considered grooming behaviour.
4. Be involved in a sexual relationship other than a relationship of marriage between a biological man and a biological woman.
5. Use or consume alcohol, cigarettes, electronic cigarettes (vapes) or recreational drugs when working with children or other vulnerable people on behalf of SU NSW.
6. Behave in a manner that could be considered bullying, ridicule, mistreatment, victimisation, unlawful vilification, abuse or harassment.
7. Engage in any criminal activity or knowingly assist others to do so.
8. Use electronic communication or social networking sites to make comments or publish material inconsistent with the religious beliefs of SU NSW, including as articulated in its Aims, Beliefs and Working Principles and other doctrines of SU NSW.

## Enforcement and compliance

- This code applies to the full extent permitted under the laws of the Commonwealth of Australia and the State of New South Wales.
- SU NSW Representatives are to be committed to the SU NSW Code of Conduct.
- Should SU NSW Representatives have questions about this Code of Conduct, they should discuss their questions prior to signing the Code and taking on a role in SU NSW.
- SU NSW Representatives are to hold themselves and others accountable for compliance with this Code of Conduct.
- SU NSW Representatives will identify and report conduct that is inconsistent with this Code of Conduct to the SU NSW Business Manager, or the State Director.
- SU NSW will make fair and consistent decisions regarding allegations of behaviour that do not uphold this Code.
- This Code of Conduct may be varied from time to time by SU NSW.
- Nothing in this Code of Conduct should be taken to limit the circumstances in respect of which SU NSW may take disciplinary action in respect of an SU NSW Representative.
- If any provision of this Code of Conduct is, becomes or is declared to be invalid, void, voidable, illegal or otherwise unenforceable by any judicial or other authority with power to so declare, SU NSW shall amend that provision in such reasonable manner as achieves the intention of this Code of Conduct without illegality, or at the discretion of SU NSW it may be severed from this Code of Conduct and the remaining provisions of this Code of Conduct shall remain in full force and effect.



## Consequences of Non-Compliance

- In the event of non-compliance, SU NSW will review the necessary facts and circumstances and determine the appropriate action to be taken. This may include disciplinary action including counselling, suspension, warnings and/or termination of employment or revocation of the role undertaken.
- Where required by law, SU NSW will report the matter to the appropriate authorities.

## Approval

For the approval of the SU NSW Board  
Approved: February 2024