

CHILD PROTECTION CODE OF CONDUCT

Australian Lutheran World Service (ALWS) commits itself to creating and maintaining an environment which promotes its core values and prevents abuse and sexual exploitation. ALWS employees and volunteers are expected to contribute to building a harmonious workplace based on team spirit, mutual respect and understanding. All employees and volunteers are expected to uphold the dignity of those we serve by ensuring that their personal and professional conduct is of the highest standard at all times.

ALWS strongly condemns all kinds of abuse and sexual exploitation. Abuse occurs when adults or other children hurt children or young people under the age of 18, either physically or in some other way. Sexual abuse occurs if a child or young person is pressured or forced to take part in any kind of sexual activity, whether or not the child is aware of, or consents to, what is happening. Sexual abuse includes incest, rape and fondling. It may also include non-contact activities such as showing pornography or internet-based activity. Sexual abuse may involve siblings or other family members, or persons outside the family.

- 1. Abuse and sexual exploitation constitute acts of gross misconduct and are therefore grounds for termination of employment. All relevant legal steps should be taken corresponding to the legal and social conditions of the local situation.*
- 2. Exchange of money, employment, goods, assistance or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited.*
- 3. Sexual activity with children (persons under the age of 18) is prohibited. Mistaken belief in the age of a child is not an excuse.*
- 4. Where an ALWS employee or volunteer develops concerns or witnesses an incident regarding abuse or sexual exploitation she/he must report such concerns to the appropriate senior manager within ALWS concerned and local legal authorities where appropriate.*
- 5. ALWS employees and volunteers are expected to behave in accordance with ALWS values at all times.*

I have carefully read the ALWS Code of Conduct and discussed its contents with my colleagues in order to understand it clearly. I must comply with the values of ALWS and I am aware that ALWS expects me to uphold at all times the standards of behaviour described in the Code of Conduct above. I also understand that disciplinary measures and legal steps will be taken in case of non-compliance.

Employee

Name

Signature

Date ____ / ____ / ____

Witness

Name

Signature

Date ____ / ____ / ____

