

BIRKEBEINER NORDIC SKI CLUB

CODE OF CONDUCT

FOR VOLUNTEERS AND CONTRACTORS WORKING WITH CHILDREN AND YOUNG PEOPLE



Management, club members, volunteers and contractors of BIRKEBEINER NORDIC SKI CLUB are required to abide by this Code.

THE BNSC COMMITTEE WILL:

1. Be responsible for the overall welfare and wellbeing of members and volunteers;
2. Be accountable for managing and maintaining a duty of care towards members and volunteers;
3. Nominate a Child Protection Officer to provide information and support to all staff, volunteers, children, and their carers regarding child protection matters.

People involved in the care of children on behalf of BIRKEBEINER NORDIC SKI CLUB will:

1. Work towards the achievement of the aims and purposes of BNSC;
2. Be responsible for relevant administration of programs and activities
3. Maintain a duty of care towards all involved in club programs and activities;
4. Establish and maintain a child-safe environment in the course of their work;
5. Be fair, considerate and honest with others;
6. Treat children with respect and value their ideas and opinions;
7. Act as positive role models in their conduct with children and young people;
8. Be professional in their actions;
9. Maintain strict impartiality;
10. Comply with organisational guidelines on physical contact with children;
11. Respect the privacy of children, their families and carers, and only disclose information to people who have a need to know;
12. Maintain a child-safe environment for children and young people;

13. Operate within the policies and guidelines of BNSC
14. Contact the police if a child is at immediate risk of abuse (telephone 000).

No person shall:

1. Shame, humiliate, oppress, belittle, vilify or degrade children or young people;
2. Unlawfully discriminate against any child;
3. Engage in any activity with a child or young person that is likely to physically or emotionally harm them;
4. Initiate unnecessary physical contact with a child or young person, or do things of a personal nature for them that they can do for themselves;
5. Be alone with a child unnecessarily and for more than a very short time;
6. Develop a 'special' relationship with a specific child for their own needs;
7. Show favoritism through the provision of gifts or inappropriate attention;
8. Arrange contact, including online contact, with children or young people outside of the organisation programs and activities;
9. Photograph or video a child or young person without the consent of the child and his/her parents or guardians;
10. Work with children while under the influence of alcohol or illicit material;
11. Engage in open discussions of a mature or adult nature in the presence of children;
12. Use inappropriate language in the presence of children; or
13. Do anything in contravention of the BNSC policies, procedures or this Code of Conduct.

What happens this Code of Conduct is breached.

If this Code of Conduct is breached the person involved may be required to go through a Grievance procedure as outlined in the Member Protection Policy.

BNSC grievance and complaints process can be found in the Grievance and Member Protection Policy as outlined by Ski and Snowboard Australia.

(www.skiandsnowboard.org.au/about/important-documents/)

I will abide by this code of conduct. SIGNED DATE :