



Code of Conduct

Purpose

Morwell Festival of Dance (MFOD) is committed to ensuring the safety and wellbeing of everyone at all times and treating competitors, teachers, families and volunteers involved with the event with respect. The purpose of the Code of Conduct is to establish the clear standard of behaviour which is expected of MFOD Committee members, volunteers, employees, contractors, competitors and teachers. The clarification of these expectations reinforces our commitment to respect, fairness and high social and ethical standards within the MFOD environment. It is designed to assist all involved with MFOD in understanding what are acceptable and unacceptable behaviours. It also aims to protect children and mitigate any opportunities for abuse or harm to occur.

MFOD has a clear expectation of appropriate work standards so we can foster a positive environment based on mutual trust, respect and integrity, where everyone's rights are maintained and we all act lawfully and with integrity with all dealings within the environment.

Volunteers, Committee, Competitors, Contractors, Teachers and anyone in the MFOD environment will:

- Act in accordance to the legislation and policies that are applicable to MFOD, including Child Safety and Wellbeing Policy
- Follow lawful and reasonable directives from the committee
- Promote the interest of the MFOD organisation
- Treat each other, participants, families, teaching staff, contractors and suppliers with respect, fairness and consideration, including listening to and valuing their ideas and opinions
- Maintain a duty of care towards others involved in MFOD activities
- Welcome all children, families and carers
- Be fair, considerate and honest
- Respect cultural, religious and political differences and act in a culturally sensitive way
- Not tolerate misconduct or inappropriate behaviour and will inform MFOD Executive if they are witness to this
- Maintain confidentiality and respect privacy of performers, their families and teachers/carers, not disclosing or misusing information obtained by MFOD or themselves, other than to people who have genuine need to know
- Not be involved in any activity that may cause conflict of interest
- Perform their role and actions with professionalism, care and responsibility
- Be ever mindful of the health, wellbeing and safety of yourself and others in the environment
- Uphold the principles of equal opportunity, not participate in victimisation, bullying, sexual harassment, discrimination or any other antisocial behaviour
- Maintain strict impartiality
- Establish and maintain a child safe environment for children and young people
- Treat children and young people with respect and value their ideas and opinions



- Listen to children and respond to them appropriately
- Act as positive role models in their conduct with children and young people, including modelling adult behaviour
- Comply with specific organisational guidelines with physical conduct with children
- Work/interact with children in an open and transparent way – other adults would always know about the work you are doing with children
- Contact the Police if a child is at immediate risk of abuse (Telephone 000)

No person shall:

- Shame, humiliate, oppress, belittle or degrade anyone, including, children or young people
- Unlawfully discriminate against any child
- Engage in an activity with a child or young person that is likely to physically or emotionally harm them
- 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
- Be alone with a child or young person unnecessarily and for more than a very short time
- Develop a “special” relationship with a specific child or young person for their own needs
- Show favouritism through the provision of gifts or inappropriate attention
- Arrange contact, including online contact, with children or young people outside of the organization programs and activities
- Photograph or video a child or young person without the consent of the child and parent or guardian
- Work with children or young people while under the influence of alcohol or illegal drugs
- Engage in open discussions of a mature or adult nature in the presence of children
- Use inappropriate language in the presence of children
- Do anything in contravention of the organisations policies, procedures or this Code of Conduct

Breach of Code of Conduct

If you breach this Code of Conduct you will face disciplinary action, including and up to termination of employment, cessation of engagement with MFOD and possible legal action.

Reviewing

Every two (2) years, and following every reportable incident, a review shall be conducted to assess whether the organisation’s Code of Conduct and procedures require modification to better protect people under MFOD’s care.

Related Documents



Morwell Festival of Dance Inc.

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This Policy must be read in conjunction with:

- The Laws of the Commonwealth and the State of Victoria
- MFOD Child Safety and Wellbeing Policy

Next Due for Review: AGM 2024 (For 2025 festival)