

CODE OF CONDUCT

Behaviour Guide

The purpose of this document

This document provides guidance on understanding and implementing the Code of Conduct, and the distinction between appropriate and inappropriate behaviour. It sets out LSC&PH's expectations and quality of your behaviour.

Lawful Behaviour:

- Be a good citizen and comply with the law and legal requirements.
- Embody the ethical standards LSC&PH models its values, mission and vision.
- Enact with Child Safety and Client Protection Policy and Procedure.
- Comply with Occupational Health and Safety Policy and associated Procedures.
- Actively promote cultural safety, acceptance of diversity and inclusion and by enacting the Diversity and Social Inclusion Policy.

Responsible Behaviour:

- Co-create safe environments for all adults and children, regardless of race, colour, gender identity, sexual orientation, language, religion, political or other opinion, national, ethnic, or social origin, culture, property, disability, or other status in which different opinions, perspectives and cultures are valued and encouraged.
- Treat others with courtesy and respect (including online/social media platforms).
- Ensure that you are in a fit state (physical, mental, or emotional) to do the work assigned in a responsible and safe way. (If you are unwell, please stay home.)
- Ensure any aspect of your conduct does not endanger the health, safety or wellbeing of self or others.
- Report unacceptable behaviour.

Unacceptable Behaviour:

- Gratuitous nudity.
- Violence and aggression in any form.
- Sexualised behaviours.
- Breaching the Code of Conduct.
- Breaching any element of the Child Safety and Client Protection Policy.
- Inappropriate and socially unacceptable forms of humor.
- Discrimination, bullying, or harassment regardless of alleged intent.
- Use of or distribution of illicit drugs at LSC&PH events/programs.
- Consuming alcohol outside licensed premises and hours at LSC&PH events/programs.
- Condoning inappropriate behaviour by other people.
- Failure to report bad behaviour.
- Falsey represent the views of LSC&PH.
- Make vexatious or frivolous complaints or reports of suspected breaches of the Code of Conduct (ie. a report known to be false, misleading, or groundless).

Disciplinary action may be taken against anyone found to have breached the Code of Conduct.