



Commitment to Child safety

NMGC condemns all form of Child Abuse, exploitation of children and discrimination against children. We are committed to creating and maintaining an environment that promotes safety for all people involved in our programs, including all children. All NMGC staff and volunteers are responsible for promoting the safety, well-being and empowerment of children and young people.

Consequences of Breaching the Code of Conduct

Staff, volunteers and contractors (including hosts, guardians & advocates) who breach the Code of Conduct may be subject to disciplinary actions that could include enhanced supervision, appointment to an alternate role, suspension or termination from the college.

Code of Conduct Agreement

All staff, volunteers and contractors are responsible for promoting the safety and well-being of children and young people by agreeing to and adhering to the standards of behaviour listed below:

I WILL:

- adhere to all relevant Australian and Victorian legislation, NMGC Child Safe policy and other organisational policies.
- take all reasonable steps to protect children and young ones from abuse.
- comply with all NMGC policies that deal with contact with children
- raise concerns with the Principal if any risks to child safety are identified.
- report any known breaches of the NMGC policies and procedures and in particular, any behaviours that impact on student safety.
- respect the privacy of NMGC students and their families by maintaining all aspects of student privacy covered by the law and Child Safe policies.
- treat all children and young people with respect regardless of their race, colour, sex, gender identity, culture, ethnic origin, disability or any other status.
- listen to and value young people's ideas and opinions.
- be inclusive of all.
- observe professional boundaries with children and young people at all times.
- if employed as a teacher at NMGC I will observe and follow the VIT Code of Ethics:
<https://www.vit.vic.edu.au/professional-responsibilities/conduct-and-ethics>

I WILL NOT:

- condone or participate in behaviour with children that are illegal, unsafe or abusive.
- ignore or disregard any concerns, suspicions or disclosures of child abuse.
- exaggerate or trivialise child abuse issues.
- use hurtful, discriminatory, or offensive behaviour or language with children.
- initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves.
- develop "special" relationships with specific children or show favouritism.
- exchange any personal details such as phone numbers, social networking details or personal email addresses with children, excluding people in positions (Principal, Student Welfare Officer & Administration) that require contact of these types with NMGC students.

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- have unauthorised contact with children and young people online, on social media or by phone unless through official college conduits, excluding people in positions (Principal, Student Welfare Officer & Administration) that require contact of these types with NMGC students.
- use a phone, computer, video or other technology to exploit or harass children.

I have read this NMGC Code of Conduct and agree to abide by it at all times.

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| Name: | | |
| Signature | | Date: / / |
| Name of Principal: | | |
| Signature: | | Date: / / |
| Name of Witness | | |
| Signature: | | Date: / / |

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| Authorised by | NMGC Committee of Management |
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