



# Buddhist Sri Lankan Association of Victoria

329-335 Greens Road, Keysborough, Victoria 3173. AUSTRALIA.

Telephone: +61 3 9769 0872 Email: [info@dhammasarana.org.au](mailto:info@dhammasarana.org.au)

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## BSAV Code of Conduct for Staff, Teachers, Volunteers and Visitors

**At BSAV, our foremost commitment is to ensure a safe and supportive environment for all children participating in our Sunday School and Sinhala School programs. We are dedicated to fostering effective language learning and understanding of Dhamma, while promoting the safety, wellbeing and empowerment of every child visiting the temple.**

### Purpose

This Code of Conduct sets forth the standards of behaviour expected of all members, staff, teachers, assistant teachers, volunteers and visitors. Adhering to these guidelines is essential to providing a secure and nurturing environment where children can thrive and participate in activities with confidence.

### Standards of Behaviour

#### 1. Positive Practices:

- **I WILL:**
  - **Ensure Safety:** Take all reasonable steps to protect children from any form of abuse or harm. (*Reportable conduct - sexual offences/misconduct, physical violence, emotional harm, neglect*)
  - **Act on Disclosures:** Take seriously and act upon any reportable conduct, disclosures or allegation of harm or abuse made by a child.
  - **Report Concerns:** Immediately report any concerns or breaches of this Code to management or our Child Safety Person.
  - **Engage in Training:** Complete all required training and professional development, including courses on child safety and wellbeing.
  - **Show Respect:** Treat all children and young people with dignity and respect, irrespective of race, sex, gender identity, sexual orientation, language, political views, financial situation, disability, or other characteristics.
  - **Support Diverse Needs:** Consider and accommodate the varied needs of all children, supporting their full participation in learning and activities.
  - **Foster Inclusion:** Ensure that all children feel safe, included, and valued.
  - **Listen and Respond:** Listen attentively to children's concerns, especially if they feel unsafe and respond appropriately.



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- **Encourage Participation:** Value and respect children's ideas, encourage friendships, and involve them in decisions about their activities.
- **Maintain Professional Boundaries:** Report any conflicts of interest or personal relationships with children that may affect my professional conduct.
- **Protect Privacy:** Respect the privacy of children and their families, maintaining confidentiality unless disclosure is legally required.
- **Follow Legal Standards:** Adhere to all relevant Australian and Victorian legislation and BSAV's child safety policies.
- **Prioritize Child Rights:** Always uphold and prioritize the rights and needs of children.

## 2. Unacceptable Practices:

- **I WILL NOT:**

- **Engage in Harmful Behaviour:** Participate in or condone any illegal, abusive, or harmful behaviours, including reportable conduct - *sexual offences/misconduct, physical violence, emotional harm, grooming or neglect*)
- **Ignore Abuse:** Disregard any concerns, suspicions, or allegations related to child abuse or harm.
- **Trivialize Issues:** Minimize or ignore the seriousness of child abuse issues.
- **Use Negative Behaviour:** Employ hurtful or offensive language or behaviour towards children.
- **Fail to Report:** Neglect to report known/alleged incidents of abuse or harm.
- **Inappropriate Contact:** Engage in unnecessary or inappropriate physical contact with children.
- **Criticize or Isolate:** Criticize or isolate children, prevent them from forming friendships or create a fearful environment.
- **Provide Prohibited Items:** Offer alcohol, cigarettes, or other drugs to children.
- **Show Inappropriate Material:** Display or share inappropriate content, including pornography, with children.
- **Discuss Sexual Matters:** Share details of sexual experiences or use sexual language in the presence of children.



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- **Initiate Unnecessary Contact:** Initiate physical contact or perform personal tasks that children can do themselves.
- **Show Favouritism:** Develop special relationships or show favouritism through gifts or undue attention.
- **Unauthorized Communication:** Have unauthorized contact with children online, on social media, or by phone.
- **Share Images:** Take or share images of children involved in activities without proper authorization from BSAV.
- **Enter Private Spaces:** Enter changing facilities without first knocking or be alone with a child without a professional reason.

### If You Suspect a Breach:

#### I will:

- **Prioritize Safety:** Act immediately to ensure the safety and wellbeing of the child or children involved.
- **Report Promptly:** Report any incidents or concerns as soon as possible to the child safety officer or president of BSAV according to the child risk management plan.
- **Maintain Confidentiality:** Protect the privacy of all involved parties, adhering to guidelines for record-keeping, privacy, and information sharing.

**Complaints regarding breaches of this Code of Conduct must be reported to our Child Safety Person. For detailed procedures, please refer to our Complaint Handling Policy.**