



# VOLUNTEER

## CODE OF CONDUCT WORKING WITH CHILDREN

1. All persons interacting with Camp Quality children must conduct themselves in a manner consistent with their position as a positive role model to children, and as a representative of Camp Quality.
2. No person may hold, kiss, cuddle or touch children in an inappropriate and/or culturally insensitive manner.
3. Personal contact should be a response to the needs of the child and not the needs of the adult.
4. Personal contact should be done with the child's permission, and resistance – whether implied or expressed – must be respected.
5. Touching should avoid breast, buttock and groin areas.
6. Any personal contact should be open and not secretive.
7. The developmental age and stage of the child should govern the type of personal contact. For example, sitting on an adult's lap may be appropriate for a three-year-old but not a ten-year-old.
8. Should there be a need for adults to enter shower areas or in places where children may be in a state of undress, ensure that a second adult is also present.
9. No person should involve themselves in personal activities that a child can do for themselves, such as bathing or changing clothes.
10. Should the need arise for an adult and a child to be alone in a room, another adult should be alerted to the fact, and the door must remain open at all times.
11. No person may make sexually suggestive comments to, or in the hearing of, a child, even as a joke.
12. All allegations or suspicions of inappropriate behaviour must be recorded, and reported to the person designated as "Contact Officer". Such person may be the Camp or Activity Leader, and is subsequently responsible for adhering to the requirements of the Camp Quality Child Protection Policy.
13. Should a complaint be received from a child, under no circumstances should a Camp Quality staff member or volunteer instigate an investigation.
14. Where a complaint has been lodged, the child must be reassured that he/she is safe and will be protected, and that the matter will be dealt with due regard for confidentiality.
15. Photos of children are permitted to be taken in common areas, and only with the child's permission. No photos are to be taken in the bathrooms or whilst the child is in a state of undress. All photos must be available for review, if required, by the Camp Leader and/or Camp Quality office staff.

**These guidelines serve to protect the privacy and safety of campers and volunteers. At all times, volunteers must be aware not only of their own actions, but also how their actions may appear to observers.**

**I ACCEPT THE CAMP QUALITY CODE OF CONDUCT:**

Name: (print)

Signature:

Date: