



Burnie City Eisteddfod

Code of Conduct Policy

PURPOSE

The purpose of this Code of Conduct is to establish the clear standard of behaviour which is expected of the Burnie City Eisteddfod staff and volunteers. These expectations reinforce our commitment to respect, fairness, and high social and ethical standards during the Eisteddfod. It is also designed to assist staff and volunteers in understanding what are acceptable and unacceptable behaviours during the Eisteddfod. It is also to protect children from abuse or harm.

The Burnie City Eisteddfod seek to foster a positive environment where we act lawfully and with integrity with all the dealings within the Eisteddfod organisation.

BURNIE EISTEDDFOD STAFF AND VOLUNTEERS will

- Act in accordance with the Tasmanian Department of Justice's legislation, the Child and Youth Framework and the Child-Safe Policy and Code of Conduct Policy of the Burnie Eisteddfod.
- Promote the interests of the Burnie Eisteddfod.
- Treat each other, participants and patrons with respect, fairness and consideration, including listening to and valuing their ideas and opinions.
- Maintain a duty of care towards others involved in the Eisteddfod.
- Welcome all children, their families, and carers.
- Respect cultural, religious and political differences and act in a culturally sensitive way.
- Not tolerate misconduct or inappropriate behaviour and inform an executive committee member of the Burnie Eisteddfod if they witness such behaviour.
- Maintain confidentiality, and respect privacy of performers, their families, and teachers by not disclosing or misusing information known to them.
- Not be involved in any activity that may cause conflict of interest.
- Perform their role and actions with professionalism, care, and responsibility.
- Uphold the principle of equal opportunity, not participate in victimisation, bullying, sexual harassment, discrimination, or any other anti-social behaviours.
- Establish and maintain a child-safe environment for children and young people in the course of their work.
- Act as positive role models in their conduct with children and young people, including modelling appropriate adult behaviour.
- Interact with children in an open and transparent way, making sure other adults know about the work you are doing with children.

NO PERSON SHALL:

- Shame, humiliate, oppress, belittle, or degrade children or young people.
- Unlawfully discriminate against any child.
- Engage in an activity with a child or young person that is likely to harm them physically or emotionally.
- Use prejudice, oppressive behaviour, or language with children.
- Initiate physical contact with a child or young person.
- 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 provision of gifts or inappropriate attention.
- Arrange contact, including online contact with children or young people outside of the organisation of the Eisteddfod.
- Photograph or video a child or young person without the consent of the child and their parents or guardians.
- Engage in open discussion of a mature nature in the presence of children.
- Use inappropriate language in the presence of children.
- Do anything in contravention of the Burnie Eisteddfod's policies, procedures, rules and conditions or this Code of Conduct.

EVERYONE IS TO BE TREATED WITH KINDNESS AND ACCEPTANCE.

Unacceptable behaviour towards fellow competitors and others will not be tolerated.