



## Child Safe Code of Conduct

All staff, volunteers and students at Juno are responsible for the safety and wellbeing of children and young people who engage with Juno Services and are required to comply with child-safe standards and expectations.

Juno has zero tolerance for racial discrimination. Any instances of racism will be addressed as outlined in the Performance Management and Discipline Policy

Juno is committed to providing a child safe environment and has zero tolerance for any form of violence or abuse perpetrated against children and young people please refer to the Child Safety and Wellbeing policy.

### Do

- Adhere to Juno Services Child Safety and Wellbeing policy.
- Take all reasonable steps to protect children and young people from abuse and harm.
- Treat all children and young people with respect
- Listen and respond to the views and concerns of children and young people, particularly if they are telling you that they or another child has been abused and/or are worried about their safety or the safety of another.
- Promote the cultural safety, participation and empowerment of Aboriginal children and young people, for example, by never questioning an Aboriginal child's self-identification.
- Promote the cultural safety, participation and empowerment of children and young people with culturally and/or linguistically and/or religiously diverse backgrounds.
- Promote the safety, participation and empowerment of children and young people with a disability (for example during personal care activities).
- Promote the safety, participation and empowerment of children and young people who identify as LGBTIQ+
- Ensure that children and young people are not subjected to physical or emotional harm caused by other children and young people
- Actively ensure a safe environment for children and young people
- Ensure any allegation of child abuse is reported to the police and/or child protection in accordance with the law.

### Don't

- Use inappropriate harassing abusive, sexually suggestive, grooming discriminatory, disrespectful, demeaning or culturally insensitive language or behaviour when interacting with children or young people or when in the presence of children or young people.

- Develop any relationships with children or young people that could be seen as favouritism or grooming behaviours
- Exhibit behaviours with children that might be construed as unnecessarily physical
- Put children at risk of abuse
- Do things of a personal nature that a child can do for themselves, such as toileting or changing clothes.
- Engage in open discussions of a mature or adult nature in the presence of children or young people.
- Discriminate against any child or young person on the grounds of culture, race, ethnicity, sex, gender, sexual orientation or disability.
- Have contact with a child or their family outside of Juno's organisational context including online.
- Ignore or disregard any suspected or disclosed child abuse or harm

By observing these standards Juno staff, volunteers, students and the Juno Board acknowledge their responsibility to immediately report any breach of this code to the Juno CEO [ceo@juno.org.au](mailto:ceo@juno.org.au)

Any breaches of the Child Safe Code of Conduct will be dealt with in accordance with the Juno Child Safety and Wellbeing Policy and the Juno Performance Management and Discipline Policy.

**For parents and service users** If you believe a Juno staff member, volunteer, student or Juno Board member has breached the Child Safe Code of Conduct you can report this to the Juno CEO at [ceo@juno.org.au](mailto:ceo@juno.org.au) or 03 8692 2020.

Your report will be dealt with in accordance with Juno Child Safety and Wellbeing Policy. Alternatively, you can also report to the Commission for Children and Young People on 1300 78 29 78 or [Contact@ccyp.vic.gov.au](mailto:Contact@ccyp.vic.gov.au)

If you believe a child is at immediate risk of abuse phone 000.

Your feedback is important to us.

We welcome feedback from children, young people, their family and/or carers and Juno staff (including board members, volunteers, students and visitors) to ensure this code of conduct is maintained. Contact [ceo@juno.org.au](mailto:ceo@juno.org.au) or 03 8692 2020 or use the [Feedback and Complaints](#) form on our website.