



YOUTH MISSION TEAM AUSTRALIA

Current as at 16/05/2024

YMT Code of Behaviour

(staff and volunteers)

We, Youth Mission Team (YMT) Australia, commit ourselves to a standard of responsible and ethical behaviour which acknowledges the privilege we have as ambassadors of the Gospel and the responsibility we have to deliver effective, professional, best-practice youth ministry.

Our code is underpinned by trust and a belief that everyone with whom we have contact should be treated with respect and dignity.

This Code of Conduct gives guidance about what practices (actions) are supported and what practices are NOT condoned.

The Code of Conduct is not exhaustive and does not foresee every set of circumstances that may arise across the variety of YMT events and activities.

The Code of Conduct should be viewed as an educational guide to the principles that help inform what is appropriate conduct.

The Code of Conduct values the social, relational and interpersonal safety and wellbeing of people of all ages.

The Code of Conduct also values the role of leaders and mentors by prompting transparent, accountable relationships that promote trust and confidence in YMT and its programs.

We, Youth Mission Team (YMT) Australia, value:



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Respect, Trust, Integrity, Honesty, Humility, Support, Compassion, Community, Forgiveness and Reconciliation, Generosity and Thankfulness, Equality and Inclusiveness, Justice, Service and Stewardship, Peace and Confidentiality.

We commit ourselves to living out these values in all areas of our lives.

We commit ourselves to:

1. Conduct ourselves at all times in a manner that honours God and His Church.
2. In all financial matters act with scrupulous honesty and publically account for all monies handled by us on behalf of others.
3. Endeavour to conduct all personal relations in a godly manner, acting with respect, love, integrity and truthfulness toward all those we seek to associate, irrespective of their race, gender, position or religious position.
4. Where grievances occur and a resolution is not forthcoming, that we will seek additional assistance. We will seek every effort to pursue reconciliation following biblical principles when conflict or division occurs. Issues pertaining to criminal actions, bullying or sexual misconduct will be handled in accordance with YMT policies and we will report to the Police as required by law.
5. Dress respectfully and in a way that is consistent with the YMT Dress Policy
6. Be welcoming and affirming of others as individuals who are precious in God's sight, avoiding any appearance of favouritism or 'special' relationships with those under our care.
7. Refrain from gossip and negative or defamatory talk about others and instead, seek to be affirming and up-building of others.



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8. Be loyal in our support of each other and other YMT members. We may express our opinions robustly but understand that once collective decisions have been reached we support the outcomes.

9. Refrain from airing personal grievances on social media against any individual, group or YMT as a whole. If a member was to post comments which are reasonably considered to be defamatory, then the person would face disciplinary action. YMT has a comprehensive pastoral network of support which is the appropriate pathway for grievances to be expressed and followed up on. YMT also has a specific Complaints Handling document which outlines how an individual can safely and responsibly raise a grievance and have that issue heard.

10. Actively promote:

- a. A safe environment where **abuse** of any nature is neither tolerated nor able to take place.
- b. A safe environment where **bullying** of any kind is neither tolerated nor able to take place. Bullying can include:
 - i. Exclusion from a group or activity
 - ii. Intimidation
 - iii. Extortion
- c. A safe environment where **harassment** is neither tolerated nor allowed to take place. Harassment is unwelcome conduct whether intended or not which makes another person feel offended, belittled, threatened which may occur through a single incident or a series of incidents over a period of time.

Harassment can include:

- Unwelcome physical contact



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- Gestures or language that could give offence including unwarranted shouting or swearing
- Unjustified or unnecessary comments about a person's attributes or abilities.

YMT adopts a 'zero-tolerance' approach to all forms of abusive, bullying or harassing behaviours.

Confidentiality: trust is fundamental to sound relationships and confidentiality must be upheld at all times except where there is a legal obligation or a duty of care issue.