



GIRL GUIDES
AUSTRALIA

Working Together in Guiding

The Girl Guide Promise

Fundamental to the Code of Conduct is The Girl Guide Promise and Law.

**I promise that I will do my best
To be true to myself and develop my beliefs
To serve my community and Australia
And live by the Guide Law.**

Members who have made their Promise will understand that our Promise sets a direction to live by and embodies the principles of Guiding.

Our organisation is supported by others who are not members of Girl Guides. This includes volunteers (for example fathers who serve on a support group) and employees.

We ask that all volunteers (either members or supporters) and employees within our organisation commit to living by the principles of our Promise.

The Guide Law

As a Guide I will strive to:

- Respect myself and others
- Be considerate, honest and trustworthy
- Be friendly to others
- Make choices for a better world
- Use my time and abilities wisely
- Be thoughtful and optimistic
- Live with courage and strength

We ask that our members, employees and volunteers also abide by the Guide Law. The Guide Law provides a framework and philosophy for living.

Code of Conduct

This Code of Conduct sets the standards of behaviour expected of all adults participating in Girl Guiding in Australia. It is designed to ensure that all adult members, volunteers and employees of Girl Guides Australia (GGA) and State Girl Guide Organisations are aware of their obligations and responsibilities.

As an adult involved in Girl Guiding in Australia you should adhere to this Code of Conduct.

- 1** Behave in the spirit of The Girl Guide Promise and Law.
- 2** Adhere to GGA and the relevant State Girl Guide Organisation's policies and procedures.
- 3** Treat others fairly, knowing that GGA and State Girl Guide Organisations do not tolerate unlawful discrimination on the basis of age, gender, marital status, national or ethnic origin, sexual orientation, mental or physical ability, political or religious beliefs, social background or health.
- 4** Create an environment in which girls and adults are safe from emotional, physical, verbal and sexual abuse.
- 5** Respect other's rights to privacy and the confidentiality of their personal information.
- 6** Fulfil the roles and responsibilities as stated in your position description (where applicable) and act within the limitations of your authority in performing your duties.
- 7** Represent Girl Guiding in the community in a positive light.

GGA and State Girl Guide Organisations reserve the right to take action regarding any breach of the Code of Conduct.

1 Behave in the spirit of The Girl Guide Promise and Law. **I demonstrate this by:**

- ▶ being accountable for my actions,
- ▶ speaking to others in an appropriate and respectful way
- ▶ being honest and trustworthy
- ▶ trying to do my best, and recognising that everybody else's best is different.

2 Adhere to GGA and the relevant State Girl Guide Organisation's policies and procedures. **I demonstrate this by:**

- ▶ working within policies, procedures and frameworks
- ▶ regularly checking Guide Lines to understand the policies and procedures that relate to my role
- ▶ always complying with Australian and State laws.

3 Treat others fairly, knowing that GGA and State Girl Guide Organisations do not tolerate unlawful discrimination on the basis of age, gender, marital status, national or ethnic origin, sexual orientation, mental or physical ability, political or religious beliefs, social background or health. **I demonstrate this by:**

- ▶ treating everyone with the same respect that I expect in return
- ▶ working in a way that promotes acceptance of others
- ▶ focusing on people's strengths, rather than their differences.

4 Create an environment in which girls and adults are safe from emotional, physical, verbal and sexual abuse. **I demonstrate this by:**

- ▶ behaving in line with GGA's Child Protection Policy and acting appropriately if I suspect abuse
- ▶ listening and speaking to others in an appropriate and respectful way
- ▶ providing opportunities for those impacted by a decision to have input into the decision making process.
- ▶ accepting the need to avoid unaccompanied or unobserved activities with individual youth members

5 Respect other's rights to privacy and the confidentiality of their personal information.

I demonstrate this by:

- ▶ not talking about others while they are not present, unless my role requires it
- ▶ making sure personal information is kept in a secure place
- ▶ not sharing information given to me in confidence, unless it is necessary to protect the safety of others.

6 Fulfil the roles and responsibilities as stated in your position description (where applicable) and act within the limitations of your authority in performing your duties.

I demonstrate this by:

- ▶ taking responsibility for my actions
- ▶ only making commitments I know I can fulfil and follow through on them
- ▶ asking for more information or training if I am unsure about how to perform my role
- ▶ focussing on doing my role well, rather than on how others are doing theirs.

7 Represent Girl Guiding in the community in a positive light. **I demonstrate this by:**

- ▶ only promoting the beliefs and values of Girl Guides, rather than my own personal views when I am representing the organisation
- ▶ wearing the Girl Guide uniform neatly and with pride
- ▶ speaking to other members of the community in an appropriate and respectful way.

Recognising the conduct of others

We encourage our members, volunteers and employees to recognise members of their team who behave in a way that creates a positive environment for our youth and adult members.

If you feel someone else's behaviour is in breach of this Code of Conduct, you are encouraged to address your concerns according to the GGA or State Girl Guide Organisation Policy as appropriate.