

WORKING TOGETHER IN GUIDING



GIRL GUIDES
AUSTRALIA

CODE OF CONDUCT FOR GIRL GUIDES AUSTRALIA AND STATE GIRL GUIDE ORGANISATIONS

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.

- 1** Behave in the spirit of The Girl Guide Promise and Guide Law.
- 2** Adhere to the laws of Australia and the policies and procedures of Girl Guides Australia and my State Girl Guide Organisation.
- 3** Contribute to a safe, friendly environment and culture in which all people are safe from emotional, physical, verbal and sexual abuse.
- 4** Treat all people fairly and not tolerate discrimination of any kind.
- 5** Respect other's rights to privacy and the confidentiality of their personal information.
- 6** Conduct myself in a manner that a reasonable person would consider appropriate.
- 7** Represent Girl Guiding in the community in a positive light.

As an adult involved in Girl Guiding in Australia you should adhere to this Code of Conduct. GGA and State Girl Guide Organisations reserve the right to take action regarding any breach of the Code of Conduct.



Upholding the commitment of Girl Guides Australia to being a safe and friendly organisation for all people, particularly Girl Guide Youth Members I will:

1 BEHAVE IN THE SPIRIT OF THE GIRL GUIDE PROMISE AND GUIDE LAW.

Ways I demonstrate this include:

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

3 CONTRIBUTE TO A SAFE, FRIENDLY ENVIRONMENT AND CULTURE IN WHICH ALL PEOPLE ARE SAFE FROM EMOTIONAL, PHYSICAL, VERBAL AND SEXUAL ABUSE.

Ways I demonstrate this include:

- engaging in safe and healthy relationships with all people
- maintaining clear boundaries at all times
- staying informed and educated of my obligations to report and prevent abuse and or neglect
- listening to Girl Guides, taking what they say seriously and responding appropriately
- reporting any concerns regarding the abuse or neglect of a child or young person.

5 RESPECT OTHER'S RIGHTS TO PRIVACY AND THE CONFIDENTIALITY OF THEIR PERSONAL INFORMATION.

Ways I demonstrate this include:

- not talking about others while they are not present, unless my role requires it
- keeping accurate and objective records as required and storing them in a secure place
- not sharing information unless it is necessary to protect the safety of others.

7 REPRESENT GIRL GUIDING IN THE COMMUNITY IN A POSITIVE LIGHT.

Ways I demonstrate this include:

- behaving in a manner that empowers girls and young women
- when I am representing Girl Guides only promoting the beliefs and values of Girl Guides, not engaging in any unethical, irresponsible or illegal behaviour.

2 ADHERE TO THE LAWS OF AUSTRALIA AND THE POLICIES AND PROCEDURES OF GIRL GUIDES AUSTRALIA AND MY STATE GIRL GUIDE ORGANISATION.

Ways I demonstrate this include:

- complying with Commonwealth, State and Territory legislation
- acting in accordance with Girl Guide policies, procedures and CSCF frameworks
- acting in accordance with "My Child Safe Child Friendly Commitment"
- acting within authority to fulfil the roles and responsibilities stated in my position description.

4 TREAT ALL PEOPLE FAIRLY AND NOT TOLERATE DISCRIMINATION OF ANY KIND.

Ways I demonstrate this include:

- treating all people with the same respect that I expect in return
- working in a way that promotes acceptance of others and welcoming all people I interact with
- promoting participation of First Nations children and young people and ensuring cultural safety for all
- focusing on people's strengths, rather than their differences
- having zero tolerance to racism.

6 CONDUCT MYSELF IN A MANNER THAT A REASONABLE PERSON WOULD CONSIDER APPROPRIATE.

Ways I demonstrate this include:

- using positive and empowering language when engaging with Girl Guides and the broader community
- be mindful of my tone of voice and use encouraging language
- complying with all drug, alcohol and smoking policies.

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 all.

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 policy of Girl Guides Australia or the State Girl Guide Organisation as appropriate.