

Rosa Veritas



Code of Conduct

All Meriti, Priests, Deacons, Initiates, Members, office-holders, employees and volunteers in Rosa Veritas, wherever it is located, are required to abide by this Code of Conduct as a minimum standard for behaviour.

The Code of Conduct applies to all in their conduct within Rosa Veritas and with all other persons.

The Law applicable in the State of Victoria, Australia, has been adopted as the benchmark upon which Rosa Veritas bases its documentation and procedures. This legislation is currently regarded as the most progressive available. Particular exceptions to Victorian law will be taken into account, such as the defining age of a child under the law of New South Wales, Australia.¹

All Meriti, Priests, Deacons, Initiates, Members, office-holders, employees and volunteers will:

- report without delay any reasonable belief that a child is in need of protection to Child Protection authorities (mandatory for Priests and Deacons);
- immediately report to Police a concern that a child, adult or vulnerable person is in

immediate danger or in a life-threatening situation.

- report without delay to the Ethics and Safety Committee any reasonable belief of sexual abuse or other abuse of an adult, a child or other vulnerable person who is a member of Rosa Veritas.

All Meriti, Priests, Deacons, Initiates, Members, office-holders, employees and volunteers will:

- Consider the safety and needs of children and vulnerable persons² as paramount.
- Treat all people and particularly children and vulnerable persons with care and respect.
- Read and abide by relevant policies and procedures for keeping children safe.
- Encourage open communication between all children, parents, staff, vulnerable adults, volunteers and people in ministries through the use of respectful, empowering and supportive language.
- Enable children and vulnerable persons to participate in the decisions affecting them.

¹ The defining age of a *child* by location: Victoria - under 18 years; NSW - under 16 years; Aotearoa New Zealand - under 20 years. In the Netherlands the classifications of 'children' and 'young people' collectively includes all youth up to the age of 18 years.

² A *vulnerable person* is defined as (a) a child or (b) an individual aged 18 years (under 16 years in NSW) and older, who is or may be unable to care for themselves, or is unable to protect themselves against harm or exploitation by reason of age, trauma or disability, or any other reason.

- Respond to any concerns or suspicions of child abuse or abuse of an adult and speak up if concerning behaviours of colleagues are observed.
- At all times during Rosa Veritas activities, be transparent in actions and whereabouts and seek to remain aware of each child and the adults who are with the children.
- Seek advice, support and assistance for child protection matters and protection of vulnerable persons where needed.

All Meriti, Priests, Deacons, Initiates, Members, office-holders, employees and volunteers will not, unless formally authorised or in a parental or guardian relationship with the child:

- Be alone with a child.
- Sleep in the same room as a child.
- Do things of a personal nature that a child or vulnerable person can do for him/herself, such as assistance with toileting or changing clothes.
- Seek to make contact and spend time alone with any child outside program times, including through personal social media networks or face-to-face and phone contact.
- Make images or record the voice of a child or vulnerable person.
- Disclose personal information about a child or vulnerable person unless specifically required by law or policy.

All Meriti, Priests, Deacons, Initiates, Members, office holders, employees and volunteers will not under any circumstances:

- Engage in behaviour that is intended to shame, humiliate, belittle or degrade any person and particularly children and vulnerable people.

- Use inappropriate, offensive or discriminatory language when speaking with any person, particularly a child or vulnerable person.
- Sleep in the same bed as a child or a vulnerable person.
- Hold, kiss, cuddle or touch a child or a vulnerable person in an inappropriate, unnecessary, uninvited, or culturally insensitive way in public or isolation.
- Behave provocatively or inappropriately with a child or a vulnerable person and/or in a way that could be considered to be 'grooming'.
- Develop a sexual relationship with a child.
- Develop any kind of relationship with a child that may be deemed exploitative or abusive by an objective standard.
- Develop a sexual relationship or any other kind of relationship with a vulnerable person that may be deemed exploitative or abusive by an objective standard.
- Condone, or participate in behaviour towards a child or vulnerable person which is illegal, unsafe or abusive.
- Smack, hit or physically assault a child or vulnerable person.
- Have inappropriate conversations with a child or vulnerable person either in person, through social media or by any means of communication.
- Use any form of technology inappropriately or for the purpose of exploiting or harassing a child or vulnerable person.
- Make a complaint about another person that they know to be untrue, malicious or improper.

Contact

To contact the Ethics and Safety Committee, send an email to ethics@rosaveritas.org.

A Breach of this Code of Conduct will result in disciplinary measures or, if required by law, a breach will be reported to the relevant public authorities

INDIVIDUAL DECLARATION

I, _____ (print name)

of, _____ (address)

agree to abide by the above Code of Conduct and to advise the senior Meritus of Rosa Veritas³ promptly in the event that I engage in conduct in any sphere of activity and with any person that constitutes a breach of the standards contained in the Code of Conduct.

I declare that I have informed the senior Meritus of any past incident, behaviour or criminal convictions for reportable offences which occurred before or since I became a member of Rosa Veritas.

Signature: _____

Date: _____

Please note: The receipt of this signed Code of Conduct shall be acknowledged and recorded in a register managed by the Rosa Veritas Ethics and Safety Committee. Paper and electronic (scanned and pdf) versions are acceptable.

Version: Version 1

Compiled by Ethics and Safety Committee

Adopted by the Rosa Veritas Consultative Council

Date adopted: 25 August 2021

Review date: 30 June 2022

Ethics and Safety documents are available at www.rosaveritas.org.

³ The senior Meritus is determined by reference to the earliest date of elevation to that office.