

# Rosa Veritas



## CHARTER

### Ethics and Safety Committee

This Charter introduces the Rosa Veritas Ethics and Safety Committee and defines its purpose, scope, functions and authority.

#### Preamble

All members of Rosa Veritas in Australia, Aotearoa New Zealand, the Netherlands and wherever they are located, are required to comply with the principles and provisions of the Rules of Association of Rosa Veritas Inc. (at 5 July 2017) and by the relevant protocols, regulations and policies governing the operations of the organisation.

As an official document of Rosa Veritas, this Charter is endorsed by, and any subsequent amendments require the endorsement of, the Rosa Veritas Committee of Management.

#### Values Statement

*"For freedom Christ has set us free; stand fast therefore, and do not submit again to a yoke of slavery."* Galatians 5:1

Acknowledging the wisdom of these words of St Paul, the Rosa Veritas community values freedom and individuality for all:

- We seek to free ourselves from our own inner limitations, narrowness and parochialism.
- We seek to be free of the dominance of desires, emotions and small thinking, so that we can perceive clearly and truly.
- We seek the freedom to explore, learn and experience, the freedom to think independently

and to live in the freedom to love and serve.

- We work to be free from group consciousness of cultures, destructive spiritual forces, attachments and the past.
- We seek the inner freedom to express the divinity within, and to come to know who we are in Christ.
- We seek individuality – inner unity and certainty – and to stand in our own experience and knowledge, unconflicted, independent and responsible.
- We acknowledge and respect the pursuit of freedom and individuality by others, within and beyond the Rosa Veritas community.
- We seek to live in fellowship in a Christed community in which we uphold each other, recognising the value of community life for our spiritual development.

#### History

The Committee was established by Rosa Veritas in 2004, then known as the Independent Church of Australia. The primary focus of the Ethics Committee was to manage any reports of sexual misconduct by members.

In 2019, the scope of the Ethics Committee was expanded to include Government mandated child

safety policies and procedures.

In 2019, the Ethics Committee extended its scope to include safety for all persons, particularly children and vulnerable persons, both within the Rosa Veritas community and to other persons with whom the community has dealings.

On reviewing the ever-evolving legal and policy frameworks to ensure child-safe and adult-safe policy and practice in religious institutions, the name, scope and procedures of the Committee were revised and expanded. The policies and practices of Rosa Veritas, in all locations of its members, have also been developed with clear responsibilities and lines of accountability. The Committee is now known as the Ethics and Safety Committee.

## Purposes

The purposes of the Committee are to:

- Foster an organisation-wide culture that upholds freedom and individuality for all;
- Foster an organisation-wide culture that asserts and protects the safety of its members and those with whom Rosa Veritas interacts;
- Manage complaints by or on behalf of persons who assert they have been abused or injured by a member of the Rosa Veritas community; and
- Manage complaints by or on behalf of persons who assert that a member of Rosa Veritas has engaged in misconduct.

## Scope of activities

- Respond to requests by the Meriti, Committee of Management and Consultative Council and Committee of Management to advance ethical and safe policy and practice within Rosa Veritas;
- Develop and provide accessible information and documentation for all members regarding ethical and safe policy and practice, including the fair management of complaints;
- Develop a Code of Conduct that informs members of their rights and responsibilities regarding ethics and safety and which requires

adherence to the Code;

- Publish a list of contact details of persons to receive reported complaints;
- Receive and document complaints by or on behalf of persons who assert they have been abused or injured by a member of the Rosa Veritas community;
- Receive and document complaints by or on behalf of persons who assert that a member of Rosa Veritas has engaged in misconduct;
- Liaise on all complaints with the senior Meritus<sup>1</sup> who has statutory responsibilities to report complaints of misconduct to external authorities;
- Enable the community to become aware of any established misconduct;
- Maintain an up-to-date register of safety checks, e.g., Working with Children Check (WWC Check) or other checking document required in Aotearoa New Zealand or the Netherlands, for all Priests and Deacons;
- Require the communities of Rosa Veritas to actively track and comply with changes to legislation as it pertains to their respective localities, including regulations for mandatory reporting;
- Meet regularly to review and progress the work of the Committee; and
- Consider and address the relevancy of the skillset of the Committee, which may lead to recommendations for a change of membership, the secondment of regional advisors, the engagement of interpreters and translators, engagement of a legal advisor/representative and/or the inclusion of an independent member.

## Authority

The Ethics and Safety Committee is authorised by the Committee of Management to fulfil its purposes within the scope of its activities, as set out in this Charter.

## Accountability

- The Convenor shall keep the Meriti informed of

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<sup>1</sup> The senior Meritus is determined by the earliest date of elevation to that office.

the ongoing work of the Committee.

- The Convenor of this Committee shall prepare an Annual Report summarising the work of the Committee for the Rosa Veritas AGM.

### **Conflict of Interest**

Members are required to declare interests that could constitute a real, potential or apparent conflict of interest with respect to participation on the Committee, including during their term of membership of the Committee.

In the event of a complaint of misconduct being made against a member of the Committee, that member will stand down from the Committee unless and until reinstatement by the most senior Meritus and will not be involved in any way in the investigation of the complaint and any actions arising.

### **Committee Membership**

The Ethics and Safety Committee shall comprise a minimum of three and a maximum of five members,

of which at least one shall be a Rosa Veritas Priest.

Members of the Ethics and Safety Committee are drawn from the membership of Rosa Veritas and are appointed by the Rosa Veritas Committee of Management.

The Convenor, in consultation with the Meriti, may make an *ad hoc* appointment to the Committee of a person independent of Rosa Veritas, with the required background and skills appropriate to the work of the Committee at that time.

At the date of endorsement, the members of the Ethics and Safety Committee are:

- Mary Bartlett (Rev), Convenor
- Christine Haag (Rev)
- Louise Flynn (Rev)
- David Perry (Rev)

### **Contact**

To contact the Ethics and Safety Committee, send an email to [ethics@rosaveritas.org](mailto:ethics@rosaveritas.org).

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Compiled by Ethics and Safety Committee

Adopted by the Rosa Veritas Consultative Council

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Ethics and Safety documents are available at [www.rosaveritas.org](http://www.rosaveritas.org).