

Child Safety Code of Conduct

MCC is committed to the safety and wellbeing of all children and young people with whom MCC Representatives come into contact overseas and in Australia.

MCC Representatives include:

- employees;
- volunteers, interns and work experience students;
- members of the Board; and
- contractors and consultants.

1. CODE OF CONDUCT

MCC Representatives must abide by this Child Safety Code of Conduct by:

- (a) treating children with respect, regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
- (b) not using language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- (c) not engaging children under the age of 18 in any form of sexual intercourse or sexual activity;
- (d) ensuring that, wherever possible, another adult is present when an MCC Representative is in contact with children;
- (e) encouraging other MCC Representatives, children, parents, community members, implementing partner organisation representatives to raise concerns of child exploitation and abuse;
- (f) using computers, mobile phones, video and digital cameras appropriately;
- (g) never exploiting or harassing children, or access child exploitation material through any medium;
- (h) not using physical punishment or disciplining children;
- (i) complying with all relevant Australian and local legislation, including labour law in relation to child labour;
- (j) immediately reporting concerns or allegations of child exploitation or abuse and policy non-compliance in accordance with MCC's Child Safe Reporting Process;
- (k) immediately informing a manager or Board member of any concerns that words, actions or behaviour in any situation may be considered to breach the Child Safety Code of Conduct;
- (l) immediately disclosing any charges, convictions and other outcomes of an offence, which occurred before, or occurs during, the MCC Representative's association with MCC that relate to child exploitation and abuse;
- (m) not knowingly linking any child with a third party who is known to intend harm to a child;
- (n) not knowingly providing any identifying information about a child to a third party;

- (o) not developing inappropriate relationships with any child with whom MCC Representatives may come into contact, including by not contacting any child through personal telephone, email or social media accounts;
- (p) ensuring children with whom MCC Representatives come into contact are well informed of the process, and have provided consent, for any photos, film or stories gathered; and
- (q) ensuring any photos, film or stories gathered which involve children:
 - (i) are decent and respectful and do not present people as victims;
 - (ii) do not depict people in a vulnerable or submissive manner;
 - (iii) only show children that are adequately clothed in photographs and not in poses that could be interpreted as sexually suggestive;
 - (iv) do not portray MCC as the 'providers'; and
 - (v) show a true representation of events.


2. USE OF IMAGES OF CHILDREN

When photographing or filming a child for work related to MCC's purposes, MCC Representatives must:

- (a) comply with local traditions before photographing or filming a child;
- (b) obtain informed consent from the child and a parent or guardian before photographing or filming a child. Obtaining consent requires the MCC Representative to explain how the photographs or video will be used;
- (c) ensure children are presented in a dignified and respectful manner; not in a vulnerable or submissive manner;
- (d) ensure children are adequately clothed and not in poses that could be seen as sexually suggestive;
- (e) ensure images are an honest representation of the context and the facts;
- (f) only use images that are relevant to MCC's or activities and services; and
- (g) not produce photographs, film or video that contain identifying information about children.

3. WHAT HAPPENS IF AN MCC REPRESENTATIVE BREACHES THIS CODE OF CONDUCT

If this Code of Conduct is breached, the MCC Representative will face disciplinary action, including termination of employment or cessation of engagement with MCC.

Name:	Nic Matich	Position:	Chairperson
Signature:		Date:	04/06/2025
Next Review date:	04/06/2026		