



## MSL Safeguarding Children and Young People Code of Conduct

This Safeguarding Children and Young People Code of Conduct (**Code of Conduct**) sets out a summary of the behaviours required of MSL People towards and in the presence of children and young people. The MSL Child Safeguarding and Wellbeing Policy (**Policy**) sets out such requirements in further detail and should be referred to in the first instance if any MSL Person has any queries about this Code of Conduct. The definitions set out in the Policy apply to this Code of Conduct.

This Code of Conduct applies to all MSL People. MSL People are required to abide by the behaviour standards set out in this Code of Conduct and report any behaviours that do not comply with it in accordance with the MSL Safeguarding Children and Young People Complaints and Reporting Procedure (**Complaints and Reporting Procedure**).

Failure to comply with the Code of Conduct will be considered a breach of the Policy and may result in investigation, disciplinary action including restriction or suspension of duties or termination of employment. Failure to comply with the Code of Conduct may also be considered when determining employee bonus payments.

All MSL People **must** in the course of their employment or engagement by MSL:

- treat all children and young people with respect and promote the cultural safety of Aboriginal and Torres Strait Islander children and young people, children and young people from culturally and/or linguistically diverse backgrounds, children and young people with a disability and children and young people who identify as LGBTI+, transgender and/or non-binary;
- ensure that all children and young people are appropriately supervised while participating in an MSL event or activity while respecting the privacy of children and young people;
- wherever possible ensure that another adult is present when working near or with children and young people;
- use disciplinary strategies that are fair, respectful and appropriate to the developmental stage of the children or young people involved;
- limit all interactions with children and young people to the confines of official duties;
- wherever possible ensure that all email, text messages and other forms of communication sent to a child or young person are copied to their parent/carer;
- ensure that approval has been obtained from a child or young person's parent/carer prior to any photograph, livestream or film being taken of a child or young person;
- ensure that any photograph, livestream or film taken of a child or young person is taken in circumstances that are directly relevant to the child's or young person's participation in an MSL event or activity and the child or young person is appropriately dressed and posed;

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- complete a risk assessment for any MSL event or activity that involves children or young people prior to carrying out that MSL event or activity;
- immediately disclose any charges or convictions affecting their suitability to engage with children and young people to the MSL People Department; and
- immediately report any concern for the safety or wellbeing of a child or young person, or a suspected breach of the Policy or this Code of Conduct, in accordance with the Complaints and Reporting Procedure.

All MSL People **must not** in the course of their employment or engagement by MSL:

- engage in any form of sexual behavior with or in the presence of children or young people;
- engage in any other form of behavior that may reasonably be considered to be child abuse, including grooming a child or young person;
- initiate unnecessary physical contact with a child or young person, or do things of a personal nature for them that they can do themselves;
- take disciplinary action involving physical punishment or any other form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating;
- use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, intended to humiliate or is culturally inappropriate;
- consume alcohol, illicit drugs, tobacco or vape when working with any children or young people;
- give a gift to a child or young person engaged in an MSL event, activity or service without the permission of their Department General Manager and the child's or young person's parent/carer;
- transport any children or young people without the permission of their Department General Manager or person delegated with their authority and the child's or young person's parent/carer;
- arrange contact, including online contact, with children or young people outside of the MSL's events, activities, or services; or use any computers, mobile phones, video cameras, cameras or social media to exploit or harass children, or access child exploitation material