Child Protection

Code of Conduct

Approval Date 26 April 2022

Assessment Date 26 April 2025

Administrators AD Research Operations

AD Student Success and Wellbeing

AD Talent Acquisition, Organisaitonal Development and Workforce Diversity

# Indigenous Commitment

#### The University of Western Australia acknowledges that its campuses are situated on Noongar land, and that the Noongar people remain the spiritual and cultural custodians of their land, and continue to practice their values, languages, beliefs and knowledge.

# Purpose

#### The University of Western Australia has a mission to provide world-class education, research and community engagement for the advancement of the prosperity and welfare of our communities.

#### As a University, we have also made a promise to build just and equitable societies.

#### Our Child Protection Code of Conduct establishes a common understanding of the standards of the behaviours that we, as the University Community, expect from each other.

#### The University requires all of us that engage in child-related work to understand and abide by this code, and every member of the University Community is encouraged to be conscious of, and to demonstrate, the child protection conduct expressed in this code.

#### In pursuing excellence, we all have a responsibility to protect the safety of children.

# Conduct

#### The University Community will —

##### treat all children with respect

##### not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate

##### not engage children in any form of sexual intercourse or sexual activity, including paying for sexual services

##### wherever possible, ensure that another adult is present when working near children

##### not invite unaccompanied children into private residences, unless they are at immediate risk of injury or in physical danger

##### not sleep close to unsupervised children unless absolutely necessary, in which case the supervisor or manager’s permission must be obtained, ensuring that another adult is present if possible

##### never use any computers, mobile phones, video cameras, cameras or social media to exploit or harass children, or access child exploitation material through any medium

##### not use physical punishment on children

##### not hire children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury

##### comply with all relevant Australian and local legislation, including labour laws in relation to child labour

##### immediately report concerns or allegations of child exploitation and abuse and Child Protection Policy non-compliance in accordance with the Child Protection Reporting Procedure

##### immediately disclose all charges, convictions and other outcomes of an offence that relates to child exploitation, including those under traditional law, which occurred before or occurs during association with the University of Western Australia

##### be aware of behaviour and avoid actions or behaviours that could be perceived by other as child exploitation.

# Filming and Photography and the Use of Images of Children

#### The University Community will —

##### take care to ensure local traditions or restrictions for reproducing personal images are adhered to before photographing or filming children

##### obtain informed consent from the child and parent or guardian of the child before photographing or filming a child, and provide an explanation of how the photograph or film will be used

##### ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner; children should be adequately clothed and not in poses that could be seen as sexually suggestive

##### ensure images of children are honest representations of the context and the facts

##### ensure file labels, metadata or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form

# Acknowledgement

#### I understand that it is my responsibility as a member of the University Community to use common sense and avoid actions that could be perceived as child exploitation.

Signed

#### I have read and understood —

##### the Child Protection Policy;

##### the Child Protection Reporting Procedure;

##### the Child Protection Risk Assessment Procedure; and

##### this Child Protection Code of Conduct.

Signature (in box)—

Date —

Name —

Position —

Organisation —

End