



Foursquare Church Australia

Code of Conduct

Biblical Principles that Define our Code of Conduct

1. Foursquare Church Australia is committed to the nurturing of a safe and healthy environment for all members of the community, particularly within each local church, outreach and corporate event. The following biblical principles provide the basis for this code of conduct:
 - 1.1. We have a duty of care towards each other (Matthew 19:19). This is not taken lightly and it is seen to be the responsibility of all members of the community. Jesus set a high standard of care and compassion for others and this is the desired aim within all of our community (Matthew 19:13-15).
 - 1.2. The Bible stresses the significance of our responsibility to protect those who are vulnerable (Exodus 22:21-22; Deuteronomy 10:17-19; Jeremiah 22:2-4; James 1:27).

Background to Policy Statement

2. This code of conduct is an outline of standards which guide the day-to-day activities of Foursquare Church Australia at its local level of churches, outreaches and events. Foursquare Church Australia is committed to maintaining the highest ethical standards of conduct in order to support the very mission of the Foursquare Gospel Distinctives. In order to achieve this, Foursquare Church Australia holds expectations that all pastors, elders, leaders, workers, volunteers and members of each community under the umbrella of Foursquare Church Australia, maintain honesty practice with ethical behaviour and sound judgment towards self and others. Foursquare Church Australia deems each individual as being responsible before God for his or her behaviour. Each individual is expected to demonstrate respect for all others regardless of country of origin, gender, age, ability, cultural background or any other distinguishing feature. It is expected that workers and volunteers have a personal commitment to Christ which impacts on their life in all areas, in addition to any other job skills (Colossians 1:10; 1 Thessalonians 2:12). Workers and volunteers with Foursquare Church Australia should live at all times with purity and truth in accordance with God's Word, in not just their manner of dealing with others but in matters of stewardship of finance, property, and the environment.

Workers and volunteers within the Foursquare Church Australia have the responsibility to:

- Represent well our Foursquare family of churches, outreaches and events
- Be a model of biblical standards of ethical, moral and professional conduct in carrying out any duties for Foursquare Church Australia, through maintaining integrity, fairness and openness

Foursquare Church Australia is committed to protecting our reputation in this area, as once lost it can be difficult to regain. Foursquare Church Australia is committed to exemplifying

excellence in all areas and obligations stipulated by the laws of our land. If there is any incidence where it is believed by a worker, volunteer or member that this is not so, a report should be made as per the Complaints and Grievance Policy in order for it to be investigated and handled appropriately. Should a complaint be made to an outside agency, Foursquare Church Australia is committed to working within any investigation to see a peaceful resolve. Any worker, volunteer, member or individual/group within the wider community, who is concerned about the legality of any activity is encouraged to discuss the concern with the Directors of Foursquare Church Australia.

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3. Workers, volunteers, members and visitors of Foursquare churches, outreaches and other events are expected to abide within the following code of conduct:
 - 3.1. We will treat others with respect and fairness at all times, regardless of age, gender, religion, or any other discriminating feature
 - 3.2. We will endeavour to respond with Christ like love and understanding to others at all times
 - 3.3. We will dress appropriately for each occasion, avoiding provocative clothing
 - 3.4. We will behave as positive role models for children by maintaining an attitude of respect, loyalty, patience, courtesy and maturity
 - 3.5. Engage in appropriate displays of affection
 - 3.6. Refrain from inappropriate physical interactions
 - 3.7. Refrain from using inappropriate corrective measures
 - 3.8. Refrain from using offensive language
 - 3.9. Refrain from any behaviour which may be construed as grooming towards children or young people (such as sharing secrets, having private jokes, etc.)
 - 3.10. Refrain from use of alcohol and drugs
 - 3.11. Refrain from discussing, viewing or carrying any sexually explicit material
 - 3.12. Refrain from perpetrating any kind of abuse, including physical, sexual, emotional, spiritual or neglect
 - 3.13. We will report and be transparent regarding all suspicions of abuse about a Foursquare Church worker, volunteer, member or visitor
4. NB: Abuse of any kind will not be tolerated. Allegations of abuse may result in immediate removal from duties and may be the result of permanent dismissal at the sole discretion of Foursquare Church Australia, who will fully cooperate with all authorities if allegation of abuse are made and investigated.

Induction of Workers and Volunteers

5. As an applicant for either employment or voluntary duties within a Foursquare church, outreach or event, it is expected to agree to the following statement:
 - 5.1. I _____(print name) have read and agree to abide by the 'Code of Conduct' of the Foursquare Church Australia. I further agree to abide by all policies, procedures and rules of the Foursquare Church Australia regarding children and as otherwise deemed applicable to me. I further understand that any violation of this code of conduct may result in my immediate and potentially permanent dismissal. I declare that I will not abuse or neglect any child or adult physically, spiritually, emotionally, or sexually and that I have never been convicted of abuse of indecency with, or injury to a child or adult.

6. Appropriate and Inappropriate interactions (list is non-exhaustive but to be used as a guide)

<p>6.1. Appropriate Verbal Interactions</p> <ul style="list-style-type: none"> • Positive reinforcing behaviour • Using humour with telling clean and positive light hearted jokes • Encouraging others 	<p>6.2. Inappropriate Verbal Interactions</p> <ul style="list-style-type: none"> • Using derogatory names • Discussing sexual encounters • Sharing secrets with minors • Swearing and using inappropriate vulgar and sexually oriented language • Shaming, belittling and humiliating others
<p>6.3 Appropriate Physical Interactions</p> <ul style="list-style-type: none"> • Pat on the back or shoulder • Side hugs initiated by others • Handshakes • High fives • Holding hands with small children • Soothing infants as appropriate • Sitting beside somebody • Sitting with a small child on a lap 	<p>6.4 Inappropriate Physical Interactions</p> <ul style="list-style-type: none"> • Any form of affection that is unwanted by another individual • Any physical activity that is or could be perceived by another to be sexually stimulating to an adult or child • Full frontal hugs • Kissing on the mouth • Kisses of any kind not wanted by a child • Touching chest or anywhere below the waist • Showing affection in an isolates location • Sleeping in a bed with a child or young person • Wrestling with children or young people • Piggyback rides and tickling • Massage by a child or to a child
<p>6.3. Appropriate Correction</p> <ul style="list-style-type: none"> • Talking through behaviour and explaining natural consequences • Assigning a period of time away from others • Calling for assistance in the case of persistent misbehaviour e.g. senior pastor, other leadership, etc. • Intervention to protect an individual at risk of harm 	<p>6.4. Inappropriate Correction</p> <ul style="list-style-type: none"> • Using condemning language or tone • Employing corporal punishment (including shaking, hitting, etc.) • Threatening use of corporal punishment • Engaging in name calling, shaming or derogatory remarks, ostracism • Biting, pinching, hair or ear pulling • Withholding of food, water, medical care • Using mechanical or unnecessary physical restraints • Isolating a child in a small confined and or dark place • Imposing physical exercise as a punishment

7. Signs of abuse

7.1.	Signs of Physical Abuse 7.1.1. Bruises 7.1.2. Injuries (particularly in the shape of an object) 7.1.3. Unexplained burns 7.1.4. Fractures that are not explained to a satisfying standard 7.1.5. Untreated medical conditions 7.1.6. Extreme behaviour (very aggressive, very shy) 7.1.7. Fear of going home 7.1.8. Fear of parents or adults
7.2.	Signs of Emotional Abuse 7.2.1. Low self-esteem 7.2.2. Self-denigration 7.2.3. Severe depression 7.2.4. Aggression 7.2.5. Withdrawal 7.2.6. Severe anxiety 7.2.7. Failure to learn appropriately
7.3.	Signs of Sexual Abuse 7.3.1. Pain, swelling, itching, bleeding, discharge in genital area 7.3.2. Difficulty walking or sitting, frequent urination or pain 7.3.3. Stained underclothing 7.3.4. Poor peer relationships 7.3.5. Inappropriate interest in sex 7.3.6. Drastic change in achievement 7.3.7. Running away or delinquency 7.3.8. Regressive behaviour
7.4.	Signs of Neglect 7.4.1. Poor hygiene, bad odour 7.4.2. Inappropriate dress for weather 7.4.3. Left alone, unsupervised for long periods 7.4.4. Failure to thrive, malnutrition 7.4.5. Untreated medical condition 7.4.6. Constant hunger, begging or stealing food 7.4.7. Extreme willingness to please 7.4.8. Frequent absences 7.4.9. Arriving early or staying late to events