

# Child Safe Code of Conduct

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**Review date:** 31 March 2026

## Anti-Slavery Australia

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## Purpose

Our purpose at Anti-Slavery Australia is to address modern slavery through a steadfast commitment to survivors and the protection of human rights. We recognise that children are rights-bearers under the *Convention on the Rights of the Child* and have distinct interests and needs that must be individually acknowledged and addressed. We uphold the National Principles of Child Safe Organisations by embedding the child safe standards into all aspects of our organisational policies, procedures and practices. We prioritise the agency, integrity, safety and wellbeing of children and seek to create environments where all children feel safe, valued, heard and respected. Such spaces restore a sense of dignity, enable healing, and promote childrens' empowerment.

## Scope

All paid and unpaid staff, including volunteers, interns, practical legal training placement students or secondees of Anti-Slavery Australia (ASA) are responsible for the safety and wellbeing of children and young people who engage with our Centre. All paid and unpaid staff are expected to act in accordance with this Code of Conduct in their physical and online interactions with children and young people under the age of 18 years. This Code of Conduct supplements, and should be read in conjunction with, the [UTS Code of Conduct](#).

<b>I will:</b>	<ul style="list-style-type: none"><li>• Act in accordance with the child safety and wellbeing policies and procedures at UTS and ASA at all times.</li><li>• Behave respectfully, courteously and ethically towards children, their families and communities and towards other staff and volunteers in line with the <a href="#">UTS Code of Conduct</a> and ASA's values.</li><li>• Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.</li><li>• Promote the human rights, safety and wellbeing of all children that interact or engage with ASA in line with UTS' <a href="#">Child Protection Policy</a> and <a href="#">Health Safety and Wellbeing Policy</a>.</li><li>• Demonstrate appropriate personal and professional boundaries.</li><li>• Consider and respect the diverse backgrounds and needs of children in line with the <a href="#">UTS Equity, Inclusion and Respect Policy</a> and respond appropriately.</li><li>• Recognise that many of the children interacting or engaging with ASA may have experienced significant trauma and will ensure that all interactions with children are informed by ASA's trauma-informed practice framework.</li></ul>
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## CHILD SAFE CODE OF CONDUCT

	<ul style="list-style-type: none"> <li>• Create an environment that promotes and enables children’s participation and is welcoming, culturally safe and inclusive for all children, their families and communities.</li> <li>• Involve children in making decisions about activities, policies and processes that concern them wherever possible, guided by ASA’s child participation framework.</li> <li>• Actively contribute, where appropriate, to ASA’s policies, discussions, learning and reviews about child safety and wellbeing.</li> <li>• Identify and mitigate risks to children’s safety and wellbeing as required by ASA’s risk assessment and management process.</li> <li>• Respond to any concerns or complaints about our services promptly and in line with ASA’s Complaints Handling Policy and Complaints Handling Procedure.</li> <li>• Respond to and report all suspected or disclosed concerns or complaints of child harm or abuse promptly and in line with the <a href="#">UTS Child Protection Policy</a> and ASA Disclosure Protocol for receiving and responding to disclosures of victimisation.</li> <li>• Comply with UTS’ <a href="#">Records Management Policy</a> and <a href="#">Privacy Policy</a> on record keeping and information sharing.</li> <li>• Ensure that all required Working with Children Checks remain valid and relevant details have been provided for verification.</li> </ul>
<p><b>I will NOT:</b></p>	<ul style="list-style-type: none"> <li>• Engage in any unlawful activity with or in relation to a child.</li> <li>• Engage in any activity that is likely to physically, sexually or emotionally harm a child.</li> <li>• Unlawfully discriminate against any child, their family members or their community.</li> <li>• Be alone with a child unnecessarily.</li> <li>• Arrange personal contact, including online contact, with children I am working with for a purpose unrelated to ASA’s activities.</li> <li>• Disclose personal or sensitive information about a child, including images of a child, unless the child and their parent or legal guardian consent or unless I am required to do so by the <a href="#">UTS Child Protection Policy</a>.</li> <li>• Use inappropriate language in the presence of children, or show or provide children with access to inappropriate images or material.</li> <li>• Work with children while under the influence of alcohol or prohibited drugs.</li> <li>• Ignore or disregard any suspected or disclosed child harm or abuse.</li> </ul>

## CHILD SAFE CODE OF CONDUCT

**If I think this Code of Conduct has been breached by another person at Anti-Slavery Australia I will:**

- Act to prioritise the best interests of children.
- Take actions promptly to ensure that children are safe.
- Promptly report any concerns to the ASA Coordinator, Ruth McLelland, or the Director, Jennifer Burn.
- Follow ASA's Complaint Handling policies and procedures for receiving and responding to complaints and concerns.
- Comply with all relevant mandatory reporting requirements and with the [UTS Child Protection Policy](#) on reporting and managing suspected or disclosed child abuse or harm.