

Child Safety Code of Conduct

The University of Tasmania acknowledges that children and young people are part of the University community as students, residents, visitors, and through the University's activities in learning and teaching, research, community engagement, sport, and school outreach activities.

All children in the University community, regardless of their gender, culture, religious beliefs, age, ability, sexual orientation, or family or social background, have equal rights to safety, participation, wellbeing and empowerment and protection from abuse.

The University of Tasmania does not tolerate any abuse of children and young people and will employ best practices to provide safe physical and online environments and protect children and young people from harm.

The Child Safety Code of Conduct outlines the University's expectations of standards of behaviour towards and in the company of children and young people, including online conduct.

The Code applies to all members of the University community, who are all responsible for supporting the safety, participation, wellbeing, and empowerment of those under the age of 18 in all areas of University-related activity.

The University supports and expects its community to:

- behave in accordance with the University's Child Safety Policy;
- help provide open, safe, and supportive physical and online environments for children and young people to interact and undertake University-related activities;
- identify and take all reasonable steps to protect children and young people from harm or abuse, including immediately reporting any child safety concerns or allegations of child abuse or harm;
- have a current Registration to Work with Vulnerable People if required to do so;
- recognise and respect the needs of children and young people from Aboriginal and Torres Strait Islander, and culturally and/or linguistically diverse, backgrounds;
- recognise the needs of children and young people with a disability and identify appropriate ways to support them;
- be mindful that children and young people are not necessarily identifiable when integrated into the University environment;
- be open and transparent and keep other adults informed of University activities involving children and young people;
- listen and appropriately respond to the views and concerns of children and young people, especially in relation to abuse, their safety, or the safety of another;
- ensure, as far as practicable, that a child or young person is not left alone with an adult who is not their parent/guardian or equivalent, and
- model appropriate adult behaviour.

Inappropriate and unacceptable behaviour in relation to child safety by members of the University community includes, but is not limited to:

- exchanging personal contact details, including social networking contacts, with a child or young person or making unauthorised contact online or via other means with children or their families;
- including in University-related activities content and discussion that is inappropriate to a child or young person’s age or developmental stage;
- failing to secure informed consent from parents/guardians or equivalent prior to filming or photographing a child or young person and/or not complying with restrictions and cultural norms for reproducing or using those images.
- ignoring or disregarding any concerns, suspicions or disclosures of child abuse or harm;
- initiating unnecessary or inappropriate physical contact with children or young people;
- failing to mitigate foreseeable risks associated with activities involving children or young people;
- using language or behaviour that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- developing a ‘special’ relationship with a child or young person that could be perceived as grooming, and
- using online systems or digital devices to exploit or harass children or young people, or access or share content that does so.

Definitions

Child/Children and young people	Individuals under the age of 18 years.
Child abuse	Any act committed against a child involving physical violence or threats of physical violence, sexual abuse, serious emotional or psychological abuse or serious neglect.
Child-safe environment	Respectful and protective physical and online environments where children and young people can participate safe from harm in the University’s activities.
Child safety	Measures to protect children from child abuse.
Cultural safety	A product of working and learning environments that acknowledge, respect and empower the unique cultural identity and wellbeing of an individual, that enable safe services and care, and which is determined by the individual.
Grooming	Conduct such as displaying favouritism, isolating a child or young person from others, encouraging secrecy, or giving of gifts, undertaken to establish trust in preparation for child abuse at a later time.
Guardian or equivalent	Adult responsible for ensuring the safety and wellbeing of a child or young person while they are engaging with the University. May include teachers, grandparents, carers, or private tutors.
University community	Students, employees, workers, visitors, contractors, associates, volunteers, and all other individuals engaged in activities reasonably connected with the University, including University Council and

	committee members, consultants, visitors, student clubs and unions, and affiliated residential colleges.
University-related activity/ activities	Activities reasonably connected with or authorised by the University, and/or taking place online, in University premises, or off campus.