

# Code of Conduct

This Code applies to everyone involved with the QDU, including coaches, parents and students.

## Paramount Duty

Your paramount duty is always the welfare of students.

## Standards of Appropriate Behaviour

Category	Appropriate	Inappropriate
Language	Be respectful and encouraging with your words and non-verbal cues	Insults or name-calling Bullying or yelling Swearing or abusive language Sexually suggestive comments/jokes
Relationships	Be a trusted and positive role model that helps empower students	Favouritism 'Grooming' students Any contact outside debating (eg messaging)
Physical Contact	Only ever in a medical emergency or to protect from imminent physical harm	Violent or aggressive behaviour around students Hitting, kicking or pushing Kissing or touching of a sexual nature
Other	Communicate and project an appropriate image	Photographing or filming at debates Being under the influence of alcohol or illicit substances during engagement with the QDU Making inappropriate comments to others about specific teams, students or other stakeholders

## Handling Disclosures or Suspicions of Harm

If you have a suspicion or receive a disclosure of harm relating to the QDU, report it **immediately** to the QDU office (by telephone and follow up email) and relevant coordinators at your current location. 'Harm' includes physical, emotional or psychological abuse or neglect or sexual abuse.

You might suspect harm based on unexplained injuries or significant changes in behaviour.

When receiving a disclosure (which may begin with eg "I think I saw...", "Someone told me..."):

- remain calm and find a private and safe place to talk, but don't promise to keep a secret;
- say they have done the right thing to tell you and you will need to tell someone who can help;
- only confirm the need to report: further questions may cause distress or affect later enquiry;
- do not attempt to conduct your own investigation.

## Child & Youth Risk Management Strategy

This Code is part of the QDU's Child & Youth Risk Management Strategy, online at [www.qdu.org.au](http://www.qdu.org.au).

Breaches of this Code or the Strategy are taken very seriously, and will be dealt with according to the Breach Management Plan in the Strategy.

**Remember: children are vulnerable and require your care to protect them.**