

**TEACH US
* CONSENT**

Code of Conduct

Policy Owner	Teach Us Consent Global
Point of Contact	HR Team
Date of Review	Code of Conduct v2.0 2025.03
Review due	April 2026

Our Commitment

At Teach Us Consent, we are committed to creating a future where comprehensive, holistic, and early consent and sexuality education is the norm, not an exception. We believe that the power of education is a crucial tool in preventing sexual violence and challenging the cultural and systemic factors that perpetuate rape culture within youth.

We challenge outdated narratives and advocate for systemic reform that empowers young people with the knowledge, language, and confidence to navigate relationships.

We stand with survivors, educators, and allies in demanding a shift towards proactive, inclusive, and intersectional approaches to sexuality education. By pushing for curriculum changes, policy reform, and cultural transformation, we aim to protect young people, challenge harmful norms, and create a society where safety, respect, and informed choice are fundamental rights for all.

Our commitment is unwavering, we will continue to push for change until every young person has access to the education, they need to make informed, respectful, and safe choices. By fostering a culture of consent and accountability, we can build a future where consent is understood, valued, and upheld by all.

Teach Us Consent (TUC) is committed to upholding our organisational values. These values reflect who we are and our approach to work and projects. We strive to create a safe and empowering environment. TUC also takes its legal and regulatory obligations seriously and expects all personnel, representatives and partners to do the same. The values are:

- **Respect:** Valuing each person's dignity, rights, and choices in every interaction.
- **Integrity:** Upholding honesty and transparency to build trust and accountability.
- **Equality:** Ensuring fair treatment and equal opportunities for all, regardless of background.

Definitions

- **Code:** this Code of Conduct
- **Child:** Anyone under the age of 18
- **Conflict:** A conflict between an individual's public duties and their private interests which may mean that a decision is made on the basis of the benefit to the individual, not the benefit to the organisation.
- **Staff:** A volunteer, paid staff or anyone undertaking work on behalf of TUC

- **Representative:** A board director or member of the organisation.
- **TUC:** Teach Us Consent

Who this Code applies to

This Code outlines the standard of behavior expected of Staff and representatives of TUC. This Code is available to our stakeholders and partners on our website.

This Code must be read in conjunction with other TUC Policies, procedures and employment conditions. We are all accountable for our actions and behaviours, including a failure to take action and we all have a responsibility up uphold the highest standards of ethical, safe and respectful behaviour.

Breaches of the Code of Conduct

If you are found to be in breach of this Code, you may be subject to disciplinary action, up to and including the termination of your employment contract, in accordance with TUC's employment conditions and policies.

Criminal offences

If you are charged with any serious criminal offence, or any offence which may impact on your ability to undertake part or all of the requirements of your role, you must immediately notify TUC. A serious criminal offence means an offence that is punishable by imprisonment for 6 months or more, wherever committed.

What we ask of you

You have an important role to play in supporting our commitment. We ask that you:

- Maintain awareness and understanding of the TUC Code of Conduct
- Commit to abiding by this Code and other TUC policies and procedures, and
- Demonstrate the TUC values in your day-to-day actions.

Code of Conduct

1.1. I commit to upholding TUC's values and this Code.

1.2. I understand that TUC has zero tolerance for breaches to this Code and is committed to taking appropriate action when breaches occur. I understand that I am encouraged (unless otherwise compelled relevant legislation) to report any suspicion, allegation or witness of breaches to this Code, if I feel safe to do so.

- Reports can be made to the CEO, Secretary or Chair, and will be treated confidentially.
- In cases where a breach of this code or another TUC policy constitutes an unlawful or illegal act relevant government authorities or the police may be notified.

1.3. I will respect others and treat them with dignity.

- I will not discriminate against anyone based on their race, religion, sexual orientation, gender identity, pregnancy, marital or relationship status, age, ability, or for any other reason.
- I will respect everyone's human rights, and take particular care to be respectful when engaging with individuals and communities that may be at higher risk of human rights violations, including children and groups that have historically been economically and/or socially marginalised.
- I understand everyone has different needs and will treat each person as an individual.
- I recognize that everyone has the right to freedom of expression and that people choose to express themselves in different ways.
- I will not engage in bullying, abusive, exploitative, or corrupt behaviour.

1.4 I will make every effort to always provide a safe and inclusive environment for everyone I work with and will take particular care when working with children and groups that have historically been economically and/or socially marginalised.

1.5. I will not engage in any threatening or harassing behavior towards other staff or representatives, including physical or verbal abuse.

1.6. I will keep up to date with TUC's policies as set out in the policy manual and ensure that I comply with them.

- This Code forms part of the broader policies and procedures of TUC.

1.7. I will always put safety first and do my utmost to comply with health and safety requirements.

- I will not come to work or engage in work related activities while affected by drugs or alcohol.

1.8. I will not participate in unacceptable behaviours including all forms of exploitation and abuse.

1.9. I will not leak confidential information to anyone, including the media.

1.10. I will not misappropriate organisation funds or property.

1.11. I will carry out my duties to high ethical standards, including by:

- Not falsifying or misrepresenting any details in reports.
- Always adhering to and respecting third party copyright and other intellectual property.
- Ensuring honest dealings with all staff and clients.
- Always acknowledging other people's work and ideas.
- Always acting in the best interest of TUC and the causes it promotes.

1.12. I will comply with the Conflict of Interest policy.

- Representatives undertake to:
 - Declare any conflict of interest on the 'Consent to appointment as director and notification of interests form.'
 - Note any conflicts of interest at the commencement of each Board meeting. To facilitate this, conflict of interest is the first agenda item at all Board meetings - requiring directors to state the nature of any conflict prior to the meeting commencing.
- Staff undertake to:
 - Declare any conflicts of interest between my TUC role and my involvement in an outside activity, on commencing my work with TUC and as any new conflicts arise.

1.13. I will comply with the Workplace Bullying, Sexual Harassment and Discrimination Policy.

- I will support a positive, safe and inclusive workplace culture, free from harassment and discrimination of any form.

1.14. I will comply with the Workplace Health & Safety Policy. I will identify and address any risks to safety within my sphere of influence, including risks to psychological safety.

- I will be proactive in identifying and reporting hazards or unsafe conditions.

1.15. I am responsible for promoting the safety and wellbeing of children and young people in this workplace.

- I will:
 - Treat children with respect and be a positive role model in my conduct with them.
 - Communicate with children in an age appropriate and realistic manner.
 - Set clear boundaries about appropriate behaviour between myself and a child.
 - Be willing to listen and respond appropriately to child's views and concerns.
 - Respond quickly, fairly and transparently to any serious complaints made by a child or related to a child.
- I will not:
 - Subject a child to any form of corporal punishment, social isolation, immobilisation, sexual suggestion, offence or misconduct.
 - Direct a child to perform in a sexually provocative or unsafe manner.
 - Communicate with a child in ways that are likely to humiliate, frighten or distress the child.
 - Develop any 'special' relationships with children that could be seen as grooming or favouritism such as the offering of gifts or special treatment.

1.16. I understand the commitments I am making in agreeing to abide by this Code. I acknowledge I have had time to ask questions and ask for guidance from the CEO, Chair or Secretary.

Agreement

I accept the terms outlined in the following Agreement:

on.....

name.....

signed.....