Deutsche Evangelisch-Lutherische Dreifaltigkeitskirche
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Code of Conduct

German Lutheran Trinity Church

Purpose

The German Lutheran Trinity Church is committed to providing a safe, ethical, respectful, and inclusive environment for everyone.
This Code of Conduct sets out the standards of behaviour expected of pastors, employees, volunteers, contractors, parish members and visitors

Scope

This Code applies to all pastors, employees, volunteers, contractors, parish members and visitors, including those working with committees, the board and the congregation.
It applies:

- At the church and any other location where church-related activities occur.
- During work, ministry, events, meetings, and other church-related activities.
- To verbal and written communication, including email, text messages, instant messaging, and social media.

Our values

We are guided by our Christian beliefs and are committed to these four values:

- **Compassion:** We treat others with empathy and kindness.
- **Respect:** We treat others as we would like to be treated.
- **Collaboration:** We work together to achieve positive outcomes.
- **Integrity:** We have the courage to do what is right.

Our commitments

As a pastor, employee, volunteer, or contractor, I commit to:

Respect and inclusion

- Respect the beliefs, values, policies, and procedures of the German Lutheran Trinity Church.
- Complete all required training.

- Treat everyone with dignity, respect, and fairness, regardless of race, colour, sex, gender identity, sexual orientation, language, religion, political or other opinion, health status, national, ethnic or social origin, culture, ability or other status.
- Promote a culture of safety, inclusion, and respect.
- Recognise and appropriately manage power imbalances in personal and professional relationships.
- Communicate honestly and avoid misleading or false information.
- Not engage in or tolerate bullying, harassment, discrimination, abuse, violence, intimidation, or threatening behaviour.
- Not behave in ways that humiliate, frighten, isolate, distress or cause pain to others.
- Raise concerns about behaviour that may breach this Code.

Financial and property integrity

- Keep accurate and transparent financial records.
- Protect church and personal property, including intellectual property.
- Use property only for its intended purpose.
- Not use my position for improper personal gain or to benefit people close to me.

Health and safety

- Contribute to a safe and healthy environment.
- Report physical or psychological hazards.
- Follow relevant Work Health and Safety policies and procedures.

Child safety

I commit to:

- Follow the Church's Child Safety Policy and relevant procedures.
- Report allegations, concerns or information about risks of harm to children or young people.
- Never engage in sexual offences, sexual misconduct, grooming, ill-treatment or emotional abuse involving a child or young person under 18.
- Disclose any prior misconduct relating to children.
- Communicate with children in an age-appropriate and respectful manner.

- Never use inappropriate, offensive or sexualised communication with children or young people.
- Maintain appropriate professional boundaries and avoid relationships that could be perceived as grooming, favouritism or the creation of a “special” relationship.
- Respond promptly, fairly and transparently to complaints involving children.

Confidentiality and communication

- Maintain confidentiality unless disclosure is required by law or justified by an ethical obligation.
- Comply with legal requirements and reasonable directions.
- Not represent the German Lutheran Trinity Church to the media without prior authorisation.
- Raise concerns about serious breaches of this Code.

Consequences of a breach

Any complaint or allegation concerning my conduct will be managed according to the relevant Complaints Policy and Complaints Procedure.

I agree to:

- Participate honestly and fully in any investigation.
- Cooperate with the relevant processes.
- Accept and comply with the outcome, including disciplinary action where appropriate.

A person may be stood down or assigned alternative duties while a complaint or allegation is being investigated.

Complaints and disclosures

- Complaints may be directed to complaints@kirche.org.au
- Matters involving child safety, harassment, and infractions of the code of conduct should also be directed to safe@kirche.org.au