CODE OF CONDUCT

TOP BLOKES FOUNDATION

YOUR RIGHT TO FEEL SAFE AT TOP BLOKES

At Top Blokes, you have the right to feel safe, respected and heard.

This Code of Conduct explains what you can expect from our team, what is not okay, and what you can do if something does not feel right.

YOU HAVE THE RIGHT TO

- feel safe in every Top Blokes session
- be treated with respect
- be listened to
- ask questions
- say no if something makes you uncomfortable
- speak up if something does not feel right
- be taken seriously
- get help from a Top Blokes staff member, a trusted adult, school staff member or a support service.

WHAT TOP BLOKES SHOULD DO

- treat you with kindness and respect
- listen to what you have to say
- use respectful language
- make sure activities feel safe and fair
- include everyone
- respect your culture, background, identity and beliefs
- keep professional boundaries
- explain what they are doing and why
- help you get support if you need it within their professional scope
- take action if they are worried about your safety.

WHAT IS NOT OK

It is not ok for any who works at Top Blokes, a volunteer or an adult connected to our programs to:

- make you feel unsafe, embarrassed, ashamed or scared
- bully, threaten, pressure or humiliate you
- use racist, sexist, homophobic, sexual or violent language
- treat you unfairly because of your background, culture, disability, identity or beliefs
- contact you through their personal social media, personal phone number or private messaging apps
- ask you to keep secrets
- give you gifts, money or favours
- meet up with you outside Top Blokes activities without approval
- be alone with you in a hidden, closed or private space
- take photos, videos or recordings of you without your and/or your parents/carers consent proper permission
- ignore you if you say something is wrong.

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WHAT IF ANOTHER YOUNG PERSON MAKES YOU FEEL UNSAFE?

You can also speak up if another young person:

- bullies you
- threatens you
- pressures you
- touches you in a way you do not want
- shares private information, photos or messages about you
- says racist, sexist, homophobic or hurtful things
- makes you feel unsafe online or in person.

You will not be in trouble for telling someone.

HOW TO SPEAK UP



You can tell us if:

- something does not feel right
- someone makes you uncomfortable
- you are worried about yourself or someone else
- someone has hurt you
- someone has contacted you in a way that feels unsafe
- you want to make a complaint
- you have an idea for how Top Blokes can be safer.

You can speak to:

- a Top Blokes Youth Worker
- a Top Blokes Regional Coordinator, State Manager or any member of our team
- Top Blokes, Head of Programs and Operations
- a teacher or school staff member
- a parent, carer or trusted adult
- a support service.

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WHAT HAPPENS WHEN YOU SPEAK UP?



When you tell us something, we will:

1. Listen to you.
2. Take you seriously.
3. Help you feel safe.
4. Explain what might happen next.
5. Only share information with people who need to help keep you or others safe.
6. Take action where needed.
7. Support you through the process.

We cannot always keep things secret, especially if someone is unsafe or at risk of harm. But we will treat your information carefully and respectfully.

OUR PROMISE

You do not have to handle things on your own.

At Top Blokes, your safety matters.

We will **listen.**

We will **take you seriously**.

We will **support you**.

We will do our best to **ensure Top Blokes remains safe for every young person**.

NEED SUPPORT NOW?

You can contact:

- **Kids Helpline:** 1800 55 1800
- **Lifeline:** 13 11 14
- **headspace:** online, phone and local centre support
- **ReachOut:** free online mental health information and peer support
- **Beyond Blue:** mental health support online or by phone

CONTACT US

Email: care@topblokes.org.au

DM @topblokesfoundation

SMS: 0430 253 900

Fill in the form at topblokes.org.au/feedback

If you are in immediate danger, call 000.

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