

# Student Safety Code of Conduct

Oxygen College is dedicated to maintaining a safe, respectful, and supportive environment for all students. To achieve this, we have developed a **Student Safety Code of Conduct** that outlines the expectations of appropriate behavior for all staff, contractors, volunteers, and other members of the Oxygen College community. This Code applies to interactions with all students across all Oxygen College locations, including off-site events, online platforms, and the use of digital technology and social media.

## 1. Safety of All Students

- a. We will always act in the best interests of students and take all reasonable steps to protect them from harm, whether physical, emotional, or psychological.
- b. We will create and maintain a safe environment by identifying and minimizing risks to students' safety, including online spaces, classrooms, and off-site activities.
- c. We will remain aware of and comply with our legal obligations, including those related to student safety, and the College's relevant policies and procedures.
- d. We will report any concerns, allegations, or suspicions of harm or abuse, and follow the necessary procedures to address them promptly.

## 2. Respectful and Inclusive Behaviour

- a. We will treat all students with respect and dignity, ensuring their opinions and concerns are listened to and valued.
- b. We will provide opportunities for all students to participate fully in all aspects of our programs and activities, fostering inclusivity and equality.
- c. We will promote cultural safety, participation, and empowerment of Aboriginal and Torres Strait Islander students and students from diverse cultural, linguistic, and socioeconomic backgrounds.
- d. We will ensure the safety, participation, and empowerment of students with disabilities by making necessary accommodations for their learning needs.
- e. We will not discriminate against any student based on their race, ethnicity, culture, religion, gender, sexual orientation, disability, or any other characteristic.

## 3. Appropriate Behaviour

- a. We will maintain professional boundaries at all times and avoid any behavior that could be perceived as inappropriate or harmful.
- b. We will not engage in any form of physical, emotional, or sexual abuse, exploitation, or neglect of students, regardless of their age.

- c. We will refrain from using language, displaying images, or engaging in behavior that is explicit, derogatory, or offensive.
- d. We will not provide gifts, favors, or special attention to individual students that may be seen as favoritism or as 'grooming' behavior.
- e. We will not disregard or ignore any concerns, suspicions, or disclosures of student harm or abuse.
- f. We will not develop relationships with students that could be perceived as inappropriate, favoring one student over another, or crossing professional boundaries.
- g. We will not engage in activities or exhibit behaviors with students that may be interpreted as abusive or unjustified in an educational context.
- h. We will not ignore inappropriate behaviors displayed by other adults towards students, and we will intervene or report these behaviors.
- i. We will not engage in discussions or use language of an intimate or sexual nature with students, except where it is relevant to educational content in an age-appropriate context.
- j. We will only photograph or video students in accordance with College policies, ensuring privacy and consent protocols are followed.
- k. We will not consume alcohol or use illicit drugs on College premises or during College events where students are present, except in alignment with the College's alcohol policies.

#### **4. Communication and Privacy**

- a. We will communicate with students in a manner that is age-appropriate, respectful, and protective of their safety and dignity.
- b. We will obtain appropriate consent before communicating with students outside of College programs or activities, particularly with students under 18 years old.
- c. We will not use personal communication channels, such as social media or texting, to engage with students unless it is for valid, College-related purposes or in urgent safety situations.
- d. We will respect the privacy and confidentiality of students, ensuring that personal information is not shared without consent or legal obligation.

#### **5. Professional Conduct**

- a. We will maintain the necessary training and expertise to perform our roles competently and professionally, ensuring we provide the best possible care and support to students.
- b. We will adhere to all relevant College policies, procedures, and ethical standards to ensure a safe and professional learning environment.
- c. We will ensure transparency, respect, and safety in all interactions with students, being mindful of the power imbalance inherent in teacher-student relationships

- d. We will take responsibility for our actions and be prepared to acknowledge and rectify mistakes or inappropriate behavior.

## **6. Working with other Professionals**

- a. We will work collaboratively with other professionals, including teachers, health professionals, and counselors, to provide the best support for students.
- b. We will respect the roles of other professionals and share relevant information appropriately and in accordance with legal and ethical standards.
- c. We will seek guidance and advice from relevant professionals when necessary to ensure student safety and well-being.

The CEO of Oxygen College will support the implementation and monitoring of this Code of Conduct and will provide information and support to enable the Code of Conduct to operate effectively. Any breach of this Code of Conduct will be taken seriously and may result in disciplinary action.