Chabad of RARA
RARA Foundation

Child Safe Code of Conduct

This document identifies the Child Safety and Wellbeing Policy for Chabad of RARA (ABN 97 611 110 706, and RARA Foundation (ABN 12 672 653 833).
Board approval date: 1/7/2026
Applies to: Board members, staff, educators, volunteers, contractors, consultants and visiting providers
Effective date: 1/7/2026
Review date: 1/7/2028

Purpose

This Code sets the minimum conduct expected of everyone representing Chabad of RARA and RARA Foundation or delivering its programs, including Chabad of RARA, RARA Kids, the RARA Jewish Mobile Public Library, outreach visits, events and online activities.

Our commitments

We protect children and young people from abuse, harm, exploitation, grooming, bullying, racism, discrimination and neglect. We respect their rights, dignity, culture, identity, privacy and views. We create environments in which children can ask questions, say no, raise concerns and be heard.

Required conduct

All personnel must:
• act in the best interests of children and young people at all times
• treat children fairly, respectfully and in an age-appropriate way
• listen to children and take concerns seriously
• maintain professional boundaries and avoid favouritism
• use respectful, open and transparent communication
• obtain parent or guardian consent where required

• comply with Chabad of RARA and RARA Foundation's screening, supervision, reporting, privacy and online-safety procedures
• report any child-safety concern, disclosure, allegation or breach immediately
• cooperate with safety assessments, investigations and directions.

Safe contact and communications

Personnel must use approved, transparent channels for program-related contact with children. Private social-media contact, secret messaging, personal gifts, and communications that are not connected to a legitimate program purpose are not permitted.

Where practical, interactions with children must be observable and interruptible. One-to-one contact, online or in person, requires prior authorisation, a legitimate program purpose and appropriate safeguards. Personnel must not transport or accommodate a child alone unless specifically authorised by the responsible program leader and the relevant safeguards and consents are in place.

Prohibited conduct

Personnel must never:
• engage in sexualised, exploitative, grooming, humiliating, abusive or discriminatory behaviour
• use physical punishment, intimidation, threats, shaming, degrading language or unnecessary physical contact
• develop a sexual, romantic or otherwise inappropriate relationship with a child
• take images, recordings or share child information without authorisation
• invite children to private homes or private activities without approved program arrangements
• be under the influence of alcohol or illicit drugs when undertaking child-related work
• conceal, minimise, delay or discourage a child-safety complaint or disclosure
• retaliate against a person who raises a concern.

Responding to breaches

Breaches of this Code may lead to counselling, additional supervision, restriction of duties, suspension, termination of engagement, referral to Police or another authority, or other action necessary to protect children.

Acknowledgement

I have read, understood and agree to comply with this Child Safe Code of Conduct.

Name: _____

Role: _____

Signature: _____

Date: _____