



MTSCT STAFF CODE OF CONDUCT

Mountains to Sea Conservation Trust (MTSCT) promotes the following codes of conduct to all staff members (including MTSCT volunteers) involved in any way with the organization, particularly those responsible for activities involving participants under the age of 18 years. These codes of conduct highlight the principles and values of MTSCT and are the core principles of participant welfare and our [Child Protection Policy](#).

As a staff member involved in any way with the MTSCT the following standard of behaviour is expected.

- Respect the rights, dignity and worth of others.
- Be ethical, considerate, fair and honest in all dealings with other people and organizations.
- Be professional in, and accept responsibility for your actions.
- Make a commitment to providing quality service.
- Be aware of MTSCT standards, rules and policies.
- Understand the possible consequences of breaching MTSCT participant welfare and our Child Protection Policy.
- Immediately report any breaches of the MTSCT participant welfare and our Child Protection Policy to the Poutokomanawa/co-directors
- Not volunteering for any safety sensitive tasks when adversely affected by drugs, alcohol or other substances or have a medical condition that may impact on your ability to abide by the Code.
- Not working when feeling unwell or showing symptoms of COVID-19, or having a medical condition that may affect your ability to perform your role
- Refrain from any form of abuse towards others.
- Refrain from any form of harassment toward others.
- Refrain from any form of discrimination toward others.
- Refrain from any form of victimisation toward others.
- Ensure that any physical contact with a participant is appropriate to the situation and that it is necessary.
- Provide a safe environment for the conduct of activities in accordance with any relevant MTSCT policy.
- Show concern and caution toward others that may be sick or injured.
- Be a positive role model.

Governance Policy

Approved by Mountains to Sea Conservation Trust – trustee board.