

Code of Conduct for QDU Employees and Volunteers

Statement of commitment

The QDU is run by an elected committee comprising a President, three Vice-Presidents, a secretary, a treasurer, two community relations officers and three executive officers, who are each assigned to a vice-president. The QDU Executive fulfil their roles on a volunteer basis.

As part of the annual accreditation process for our volunteer adjudicators the importance of the way with which we deal with and treat all children, young people and adults is communicated to all. Compliance with this element of our organisation is not negotiable and includes the appropriate method of escalating any issues that may arise.

Who must comply with the code of conduct?

This code of conduct applies to all paid employees, volunteers and bona-fide visitors who enter the environment of the QDU in any capacity.

Standards of appropriate behaviour

Behaviour	Appropriate	Inappropriate
Language	Using encouraging/positive words Using pleasant tone of voice Open and honest communication	Insults, criticisms or name calling Bullying or yelling Sexually suggestive comments/jokes Swearing or abusive language
Relationships	Being a positive role model Building relationships based on trust Empowering children	Favouritism "Grooming" other children or young people ANY contact outside of debating (either physical or email/phone)
Physical Contact	Allowing for personal space Non-threatening demeanour Only touching due to medical emergency or protection from physical harm	Violent or aggressive behaviour Hitting, kicking, slapping or pushing Kissing or touching of a sexual nature consistent with "grooming"
Other	Appropriate attire/clothing for role Use of internet/mobile phone for purposes relating to QDU business only whilst adjudicating with the QDU	Using alcohol or other illegal substances before or during engagement with the QDU Inappropriate clothing Sending inappropriate photos or texts specifically relating to teams, students or any other stakeholder of the QDU to any person

In the event of a breach of this code of conduct for interacting with children and young people the QDU EXECUTIVE will take action in all cases that is consistent with resolving the issue immediately.

The following policy and procedures will ensure that staff respond as quickly as possible and in the best interests of the child or young person under 18 years of age, when disclosures or suspicions of harm are received. The QDU recognises that children and young people are vulnerable members of the community and that extra measures must be taken to protect and support them.