

## Diocese of Nelson Code of Ethics

All who minister or work for the Church in the Diocese of Nelson, whether paid or unpaid -

- Are to be personally accountable for their decisions and actions in order to create a safe and supportive environment when working for the Church.
- Are to be honest and trustworthy in all matters.
- Are expected to ensure that all people understand the services offered and the nature and purposes of those services.
- Will respect the rights of all people to privacy and confidentiality. Confidential information should be shared with others only with the informed consent of the person, unless there is a danger to their life, to others, or to the public at large.
- Will treat all with whom they come into contact – regardless of race, gender, age, national origin, religion, political or other opinion, sexual orientation, status, health, intelligence or any other differentiating character – with respect and courtesy.
- Are not to access websites or use email or other social media material which is inappropriate and inconsistent with the behaviour required of someone who works for the Church.
- Will not engage in any sexual activity with any person where there is a power differential or make any sexual advances verbally, physically or by innuendo. It is the responsibility of those who minister or work for the Church to maintain appropriate boundaries and to refer ministry to someone else if a sexual or romantic attraction forms with the person receiving ministry.
- Will avoid all behaviour that could reasonably be interpreted as harassment. Harassment encompasses a broad range of physical or verbal behaviour, including but not limited to: physical or psychological abuse, racial insults, derogatory ethnic slurs, unwelcome touching or sexual advance, and sexual jokes or comments. Harassment can occur as a result of a single incident or a pattern of behaviour where the purpose or effect is to create a hostile, offensive or intimidating environment.
- Have a responsibility to take all allegations of inappropriate sexual behaviour seriously. They should not attempt to assess or investigate any such allegations, but will document them and follow the appropriate diocesan procedures.

- Will avoid any activities, whether connected with their position or otherwise, which would compromise their integrity, and/or bring their message, the people they work with, their colleagues or the wider Church community into disrepute.
- Will conduct themselves at all times in a manner which ensures that all people are supported and empowered through the services they provide.
- Have a responsibility to recognise their strengths and limitations, to ensure they know how their decisions and actions affect the people they work with.
- Will honour the principles of the Treaty of Waitangi in their work and endeavour to be culturally sensitive to all people they engage with and avoid imposing mono-cultural values.
- Will offer only services that come within their competence, qualifications and mandate, and will refer matters outside these to the appropriate body.
- Will inform the appropriate body of their need for training or ask for a change in the tasks they are asked to perform if they consider their mandate requires more expertise than they have.
- Will seek regular supervision which will provide them with an avenue to talk through issues and seek advice.
- Are accountable to the New Zealand legal system.