

Redefinition

REDEFINITION LEADERSHIP CODE OF CONDUCT

Introduction

Since 2001, Redefinition Camps have been the highlight of the year for hundreds of South Australian Youth. The camp provides a fun and safe place where young people can forge new and lasting friendships as they discover and explore faith in Jesus Christ, and grow in their understanding of the God who loves us and speaks to us through his word by his Spirit. As leaders, we are given the privilege and the responsibility of walking alongside teens as they get to know God for themselves.

Basic Principle

We want to act in a manner that brings honour to God, ourselves, and Redefinition Youth Camp by seeking at all times to promote the growth, safety and wellbeing of our fellow leaders, the youth we lead, and all others connected to Redef.

Specifics

1. Photos and Videos
 - We will have an organised camp photographer on Redef Camp who will be informed of which youth have and have not given permission for photography. To avoid unwanted pics floating around, please leave any photography or videography to them.
2. Alcohol, smoking, drugs
 - Alcohol, cigarettes, vaping and illicit drugs are not to be consumed for the duration of Redefinition.
3. Interacting with youth
 - Never be alone 1:1 with a youth member of the opposite sex, and where possible, avoid 1:1 private meetings with youth members of the same sex.
 - Any sort of romantic relationship between youth and leaders is unacceptable.
 - Leaders are discouraged from confiding in youth or developing emotionally dependent relationships with them. We are there to serve them, not to rely on their support.

- We must not promise to keep all conversations private; any conversation in which abuse or neglect is disclosed must be reported.
- No entering the dorms of youth of the opposite sex. Only enter the dorms of the same sex youth *if* there is another leader present with you and for a legitimate duty of care reason.
- We are not trained counsellors and must recognise our limits. Jesus is the one who saves, not us. We ought to encourage further support networks and counselling if deemed appropriate.

4. Physical conduct

- A good rule of thumb for physical touch is reciprocate, not initiate. Different youth will have different responses to physical touch, and it's best to let their preference be our guide. In addition, consider how this contact may be interpreted by the youth members themselves and others.
 - GOOD: High-5's, fist bumps and elbow bumps.
 - MAYBE: Hug (side hug preferred!), hand on shoulder, arm over shoulders, tackling, pile-on.
 - BAD: Any touching between neck and knees (area normally covered by full swimmers).

5. Language

- The way we speak to and about others impacts their sense of belonging, value and safety. Keeping in mind that being a teen is tough going, and that it can be pretty daunting going away on camp:
 - Do not speak negatively about others (e.g. paying out youth members, deliberately shaming a sensitive kid, etc)
 - Do not use derogatory language when speaking to or about other leaders or youth (sarcasm, belittling, swearing, innuendo, racist remarks, sexist remarks)

6. Social and digital media

- As a leader on camp, it's natural that your small group members may want to connect with you over social media. You're not under any obligation to accept friend requests.
- If you connect with the youth in your small group over social media, keep it as public as is helpful e.g. establish a group message with all leaders and members of the small group rather than having several 1:1 chats.

7. Transport

- While official transportation to Redef is via chartered bus, we recognise some leaders may need to travel independently. Please confirm during registration.
- No leader is permitted to transport a youth member alone in their car (direct siblings exempt).

8. Money

- Any expenses approved for Redef can be reimbursed by contacting the executive committee members (Ashlyn, Andrew, Rohan or Tim).

9. Child safety

- Each leader on Redef must have:
 - A current Working With Children's Check
 - Safe ministry authorisation with their local church
- If in the course of a conversation with youth member/s you become concerned that there is abuse or neglect occurring for a minor:
 - Immediately report it to one of the Redef Exec members
 - Work with the Exec members to file a report to the Child Abuse Report Line
- If you observe a behaviour between another leader on Redef and a youth member that is concerning:
 - Immediately report it to one of the Redef Exec members.
 - With the Exec member, approach the leader to address this behaviour.
- If you are concerned about one of the Exec team members:
 - Immediately report it to one of other the Redef Exec members.
 - Report to the EFAC SA Coordinator, Paul Hunt (0408 682 189)

10. Grievance Policy

- We want to be generous with each other as leaders on camp, but we are well aware that we are also sinful humans who will hurt one another. Hence, we need to be prepared to respond.
- If you have a grievance with another leader on Redef:
 - Immediately report it to one of the Redef Exec members.
 - With the Exec member, address this grievance with the leader.
- If you have a grievance with an Exec team member on Redef:
 - Immediately report it to one of other the Redef Exec members, or report to the EFAC SA Coordinator, Paul Hunt (0408 682 189)