



CODE OF CONDUCT

POLICY

Approved by	Province Chapter
Date approved	8-14 December 2022

1. Context

The Marist Brothers is a Catholic Religious Institute of men founded by Saint Marcellin Champagnat. Its mission is to make Jesus Christ known and loved. The Institute is divided into autonomous administrative units; the Star of the Sea Province is one of these. The Province covers the Marist Brothers who live and minister in Aotearoa-New Zealand, Australia, Cambodia, Timor-Leste, Fiji, Kiribati, New Caledonia, Papua New Guinea, Samoa, the Solomon Islands and Vanuatu.

In carrying out its mission, the Star of the Sea Province partners with employees, contractors, Lay Marists of Champagnat, Province companies and entities, and volunteers.

Brothers, and those who choose to live and work with or for them, are expected to respect the Gospel of Jesus and to appreciate the founding inspiration of Saint Marcellin Champagnat.

The Province affirms the fundamental Christian belief that God, in whose image every person is created, is the source of human dignity. The Province is intentional in its efforts to encourage practices reflective of this belief.

2. Conduct

The following Code of Conduct (Code) is an articulation of attitudes and behaviours that are consistent with Marist values and the teachings of the Catholic Church.

The Code is founded on a set of commitments but doesn't attempt to provide a detailed or exhaustive explanation of every aspect of each one. The intent and implications should be clear.

The Code applies to all Brothers wherever they are at any time. It applies to others while they are engaged in the work of the Province, and therefore applies to employees, contractors, volunteers; and members of Marist boards, foundations and associations.

While it is acknowledged that all individuals must take responsibility for, and are accountable for their own conduct, it should be recognised that any alleged breaches of the Code have implications for the Province as a whole, and possibly beyond.

3. Our Commitments

3.1 **Commitment 1: I commit to behaving respectfully, justly, honestly and with integrity.**

- (a) I support the values of compassion, hospitality, justice and respect and I demonstrate these in my relationships with all people.
- (b) I acknowledge the inherent value of every person and all of creation.
- (c) I treat others with courtesy and am appropriate in my relationship with them.
- (d) I listen attentively to all, including those who may not be of the same mind as I am.
- (e) I recognise the strength and value in diversity of thought and experience.

- (f) I aspire to be always attentive to others. I display compassion and generosity of spirit.
- (g) I am fair in all my interactions with others.

Consequently

- (h) I do not behave in a manner inconsistent with the stated values of the Marist Brothers.
- (i) I do not dismiss a person's opinions or beliefs.
- (j) I do not talk about others in a disrespectful or inappropriate way.
- (k) I do not engage in illegal or disreputable activities.
- (l) I do not knowingly make any person feel inadequate or embarrassed.
- (m) I do not make decisions or take actions that may harm the Marist Brothers or the Church in any way.

3.2 *Commitment 2: I commit to creating a supportive, safe and nurturing environment.*

- (a) I prioritise and take reasonable actions to ensure the health, safety and wellbeing of myself and all people I encounter.
- (b) I ensure that my behaviour is consistent with my commitment to respect all people and uphold the works of the Province.
- (c) I promote a culture of safety and maintain a safe physical environment, free from hazards and risks.
- (d) I foster right relationships with those with whom I interact.
- (e) I strive to understand and comply with the common social code of cultures where I work, striving to build an understanding of how to act appropriately in different cross-cultural situations.
- (f) I am a good steward of resources and search for ways that will improve the Province's environmental impact.

Consequently

- (g) I do not tolerate harassment, discrimination, bullying or any disrespectful behaviours or language, especially in relation to race, culture, age, gender, disability, religion, sexuality or political views.
- (h) I do not shame, humiliate, oppress, belittle or degrade any person.
- (i) I do not engage in any form of physical, psychological or emotional behaviour that could be considered inappropriate, wrong or unsafe.
- (j) I do not ignore hazards and risks which may harm me or others.
- (k) I do not ignore instances of the neglect of children and vulnerable people that come to my attention.
- (l) I do not waste natural resources.

3.3 *Commitment 3: I commit to safeguarding all people, particularly children and vulnerable people.*

- (a) I ensure that children and vulnerable people are treated with respect and have their rights protected.

- (b) I act appropriately with children, vulnerable people and others with whom I come into contact, including maintaining boundaries, using appropriate language and tone.
- (c) I act according to acceptable role-appropriate standards of physical and sexual contact at all times.
- (d) I respectfully listen to all people, especially children and vulnerable people.

Consequently

- (e) I do not engage in activities with any person that are likely to be physically or emotionally harmful.
- (f) I do not use physical action or threats of physical action as punishment.
- (g) I do not develop “special” relationships with children or vulnerable people for my own gratification.
- (h) I do not initiate unnecessary or unwanted physical contact with individuals or do things of a personal nature for them that they can do for themselves.
- (i) I will not be alone with a child or vulnerable person unnecessarily or in an inappropriate context.
- (j) I will not use personal means, including online contact or text messaging, to make contact with a child or vulnerable person.
- (k) I do not engage in any inappropriate conversations of a sexual nature with children or vulnerable people.
- (l) I do not photograph or video children or vulnerable people without consent of parents or guardians.

3.4 *Commitment 4: I commit to acting within the law, carefully, respectfully and ethically.*

- (a) I comply with the law, respect the privacy of others, and am a good steward of the Marist tradition, assets and reputation.
- (b) I take my legal responsibilities seriously and strive to maintain the highest levels of compliance with relevant authorities.
- (c) I maintain confidentiality and discretion and protect the privacy of people’s personal information.
- (d) I strive to ensure my ministry or work is consistently conducted in accordance with professional standards.
- (e) I meet my obligations to report suspected wrongdoing, including conduct which is not consistent with this Code.
- (f) I comply with reasonable and lawful instructions, whether or not I personally agree with them.
- (g) I take appropriate action to avoid actual, potential or perceived conflicts of interest.
- (h) I comply with all Province Policies where applicable.
- (i) I use social media and public forums in ways that are acceptable to the Province.

Consequently

- (j) I do not misuse my position for personal or financial advantage.

- (k) I do not engage in ministries or activities for which I have inadequate experience or qualifications.
- (l) I do not personally solicit gifts, rewards or other benefits.
- (m) I do not intentionally commit any unlawful or illegal act.
- (n) I do not divulge confidential information to those who have no need or right to know it.
- (o) I do not engage in conduct that may harm the Province or Institute of the Marist Brothers in any way.

As Champagnat Marists who embrace all of these important responsibilities, we:

4. Know our responsibilities

- 4.1 We take responsibility to study and be familiar with laws and expectations appropriate to the country or region in which we live and/or work.
- 4.2 We familiarise ourselves with the Code, attend training information sessions and ask questions if we are unsure.

5. Speak up

If we see something that we think is not right, we tell our Community Leader, Line Manager or member of the Provincial Council.

6. Understand the potential consequences

Such consequences may include responding to breaches through remedial education, counselling, warnings, suspension, restrictions, termination and official reports to police and other statutory agencies as required.

This code is adapted from
Code of Conduct (2021)
Institute of Sisters of Mercy of Australia and Papua New Guinea