



## JOSEPHITE COMPANIONS LEADERSHIP TEAM

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### CODE OF CONDUCT

#### 1. RATIONALE AND PURPOSE

This Policy if followed

- a) protects all Josephite Companions
- b) ensures that all Companions know what is required of them and recognize their responsibilities not to bring Mary MacKillop or the Sisters of St Joseph into disrepute

The Code outlines the standards of conduct and personal and professional behaviours expected of a person engaged in activities associated with or on behalf of Josephite Companions to uphold and encourage a safe, supportive, productive and harmonious Movement.

#### 2. SCOPE

This Policy provides guidelines for the conduct required of all Companions and the responsibilities of the Josephite Companions Leadership Team and the Sisters of St Joseph to educate all as to these responsibilities.

The Code is intended to provide Companions with a broad framework that will assist all in understanding their responsibility to uphold these standards and display appropriate behaviour when performing their role or when they are faced with an ethical issue.

#### 3. POLICY STATEMENT

- a) As the Companion Movement is an authentic Josephite pathway and operating under the banner of the Sisters of St Joseph, Companions are required to conduct themselves in an appropriate manner, never bringing disrepute to the
  - Josephite Companion Movement
  - Sisters of St Joseph
  - Church in the Diocese in which they operate
- b) Josephite Companion Groups are required to adhere to the contents of the following official documents. Formation in the content of these documents must be given to new Companions and revisited by other Companions at appropriate times:
  - The Josephite Companion Administration Handbook
  - 'Integrity in the Service of the Church' document
  - The Policies of the Josephite Companion Movement
  - National Catholic Safeguarding Standards

- c) The Code outlines the obligations, responsibilities and standards of behaviour required to uphold the mission, values, integrity and reputation of Sisters of St Joseph and Companions. It is important to make yourself familiar with the requirements of the Code.

#### **4. RESPONSIBILITIES of the CODE**

All Companions have the following responsibilities under the Code:

- a) Act with integrity, honestly and in good faith, showing respect in all interactions
- b) Resolve conflict in an appropriate way
- c) Not engage in conduct, including use of social media, that has the potential to adversely affect the reputation of the Josephite community
- d) Carry out duties according to the law, using due care and diligence

All Companions must adhere to the Policies of the Diocese in which they work.

The Royal Commission into Institutional Responses to Child Sexual Abuse findings and legislation have particular relevance at this time for all people in our Australian Church.

#### **5. COMMUNICATION AND IMPLEMENTATION**

- a) This policy and its demands are to be studied prior to a new Companion being inducted
- b) Ongoing formation is needed to understand the requirements of these documents
- c) A copy of this policy will be available for anyone to peruse

#### **6. QUALITY CONTROL**

- a) Any breaches of this Policy will be brought to the attention of the Congregational person assigned to oversee the implementation of this Policy
- b) Behaviours that are contrary to the spirit of the Code and breaches of the Code will be taken seriously and may result in a person being asked to terminate his/her connection with the Josephite Companions.
- c) This Policy will be reviewed every two years or as needed.