

## ACC Policies

# Code of Conduct Policy

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### Purpose

The Australian Cadet Corps is committed to promoting the highest standards of behaviour and personal conduct for both Officers and Cadets. The purpose of this policy is to:

- Outline the Code of Conduct expected of all members of the Australian Cadet Corps,
- Ensure members understand their obligations to uphold Integrity, Discipline, and Respect,
- Provide a framework for safe, inclusive, and empowering engagement across all activities and environments.

### Scope

- This Code of Conduct Policy applies to all members of the Australian Cadet Corps, including Officers, Cadets, volunteers and participants in both in-person and online activities.
- This policy applies to all ACC events, camps, training, communications, and other official engagements.

## Core Values and Expected Behaviours

### Integrity

- Act honestly and ethically in all actions and decisions.
- Accept responsibility for personal behaviour and choices.
- Be transparent and accountable.
- Maintain confidentiality and trust.

### Discipline

- Follow all lawful instructions and policies of the Australian Cadet Corps.
- Conduct yourself professionally and responsibly at all times.
- Attend activities punctually and prepared.
- Maintain appropriate standards of appearance and behaviour.

### Respect

- Treat all individuals with fairness, kindness and dignity.
- Embrace diversity and promote inclusive participation.
- Protect the privacy, property, and dignity of others.
- Communicate with courtesy and consideration, both in-person and online.

## Officer Code of Conduct

All Officers of the Australian Cadet Corps must:

- Uphold the core values of Integrity, Discipline, and Respect.
- Serve with honour, dignity, and a commitment to youth development.
- Promote cadet safety, wellbeing, and inclusion at all times.
- Model respectful, lawful, and appropriate behaviour.
- Avoid private one-on-one interactions with cadets where possible.
- Seek informed consent before photographing or filming cadets.
- Report any concern, suspicion, or disclosure of harm immediately.
- Complete all required child safety and officer training.
- Keep accurate and confidential records where required.
- Obey all lawful orders issued by their superiors.
- Inspire cadets through leadership and positive example.

Officers must NOT:

- Harm or endanger a cadet through action or neglect.
- Engage in inappropriate or overly familiar interactions with cadets.
- Ignore, minimise, or fail to report concerns about misconduct or abuse.
- Use their position to exploit, intimidate, or manipulate cadets.

## **Cadet Code of Conduct**

All Cadets of the Australian Cadet Corps must:

- Treat everyone with kindness and respect.
- Participate to the best of their ability in all activities.
- Dress appropriately and maintain good hygiene.
- Respect the privacy and property of others.
- Listen to others and follow instructions from Officers.
- Report any safety concerns to a trusted adult.
- Take responsibility for their behaviour, online and offline.
- Include and support fellow cadets at all times.

Cadets must NOT:

- Bully, harass, threaten, or exclude others.
- Use bad language or engage in inappropriate behaviour.
- Use mobile phones or other devices without permission during activities.
- Use, possess, or be under the influence of alcohol, drugs, or tobacco products during ACC events.
- Take, send, or share inappropriate images or messages.
- Engage in any form of unwanted physical contact or intimate behaviour.

## **Training and Awareness**

- All members must complete training related to their roles and responsibilities, including Code of Conduct and child safety awareness.
- Officers must undertake regular refresher training on reporting obligations and youth protection protocols.

## **Reporting and Consequences**

- Breaches of this policy may result in disciplinary action including counselling, suspension, dismissal, or reporting to external authorities.
- All concerns should be reported via the ACC Report Concern Form at <https://cadets.org.au/contact/>.

## **Related Documents**

- Child Safety Policy

- ACC Manual
- Complaint and Grievance Policy
- Camps and Outings Handbook

## **Relevant Laws and Standards**

- Children's Guardian Act 2019
- Child Protection (Working with Children) Act 2012
- Child Safe Standards
- United Nations Convention on the Rights of the Child

## **Publication**

- This policy is published on the ACC Resource Portal and is available to all members.
- It is included in training for both Officers and Cadets.

## **Review**

- This policy is reviewed annually by the ACC Administration Department.

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