

ENGAGE

EQUIPPING GOD'S PEOPLE TO ENGAGE WITH, HANDLE AND TEACH GOD'S WORD

CODE OF CONDUCT

VERSION: 2.0
EFFECTIVE DATE: October 2025

VERSION RELEASE HISTORY

Version	Effective date	Summary of changes
2.0	October 2025	Expand to include general volunteer behaviour expectations Clarify relevance to adult-only conference
1.2	30 August 2023	Rebranding Update of scope to align with childminding service availability
1.1	28 September 2022	Adding clarity to the definition of 'Child'
1.0	03 November 2021	Initial version

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1. INTRODUCTION

1.1. Purpose and scope

This Code of Conduct sets out behavior expectations of all Engage volunteers to ensure the safety and well-being of all people at Engage conference. It reflects the biblical values we uphold and provides clear standards for how we conduct ourselves when serving together.

While our conference is designed for adults, this Code also incorporates our obligations under the Engage Child Safe Policy. That policy applies only if childminding services are offered, but volunteers are still expected to be aware of it.

1.2. Related documents

- Child Safe Policy
- Child Safety Procedures

2. CODE OF CONDUCT

All volunteers are required to agree to and uphold this Code prior to serving at the Engage conference. Any volunteer who has not indicated their agreement via registration will not be permitted to serve.

Volunteers who breach this Code may be subject to disciplinary action, including removal from their role, and in the case of misconduct involving children, reporting to external authorities as required by law.

2.1. I WILL:

- (a) Conduct myself in a manner consistent with the biblical values upheld by Engage.
- (b) Treat all people with respect, regardless of age, gender, culture, language, background, or ability.
- (c) Foster a welcoming, safe, and inclusive environment for all conference participants.
- (d) Uphold integrity in my speech, conduct, and use of social media.
- (e) Avoid any behaviour that could be perceived as bullying, harassment, discrimination, or abuse.
- (f) Be transparent and accountable in my actions while serving as a volunteer.
- (g) Take responsibility for being accountable and not placing myself in positions where there is a risk of allegations being made.
- (h) Report any concerns or breaches of this Code to the Engage Committee.
- (i) Where children are present, adhere to the Engage Child Safe Policy and Child Safety Procedures, and take all reasonable steps to protect children from harm.

2.2. I WILL NOT:

- (a) Engage in behaviour that brings Engage or its mission into disrepute.
- (b) Use inappropriate, offensive, harassing, abusive, or discriminatory language or behaviour.
- (c) Misuse my position for personal gain or act in ways that compromise safety or trust.
- (d) Be under the influence of alcohol or illegal substances while serving.
- (e) Condone or participate in any form of bullying, harassment, intimidation, or abuse.
- (f) Where children are present, engage in any behaviour that violates the Engage Child Safe Policy.

Acknowledgement

I am aware that Engage expects me to uphold this Code at all times. I understand that if I breach this Code, I may be removed from my role and if necessary, reported to external authorities.