



Ecumenical Catholic Church of Australia

Code of Conduct

1. Purpose

The Ecumenical Catholic Church of Australia (ECCA) is dedicated to creating a sacred, ethical, and welcoming community rooted in the teachings of the Gospel and the life of the sacraments. This Code of Conduct describes the standards expected from all clergy, lay ministers, staff, volunteers, and contractors who serve the Church.

2. Scope

This Code applies to everyone serving the Diocese—clergy, permanent and temporary staff, casual employees, volunteers, lay ministers, contractors, and pastoral workers—across parishes, chaplaincies, and ministry programs.

It covers conduct in every context where Church work happens, including:

- Parish offices, churches, and all ministry settings
- Visits to homes, hospitals, prisons, and in pastoral outreach
- Online activities and digital communication connected to ministry, pastoral care, or community involvement

It also governs spoken and written communication—emails, messages, and public social media posts—when representing the Church or engaging in ministry or diocesan matters.

Where Reportable Conduct laws apply, these standards remain in force, regardless of time or location.

3. Core Values

Our community life is founded on the Gospel and guided by these principles:

- Compassion: Bringing Christ's love to every person
- Respect: Valuing the dignity of all, recognizing each as a child of God
- Collaboration: Serving together in unity and shared responsibility

- Integrity: Acting with honesty and holiness in every word and deed

4. Our Commitments

As part of this diocesan community, I pledge to:

- 4.1 Support the mission, teachings, and sacramental life of the ECCA
- 4.2 Follow diocesan policies and canon law
- 4.3 Complete all required training in safeguarding, ethics, and theology
- 4.4 Treat every individual with dignity and respect, refraining from exclusion or mistreatment
- 4.5 Foster spaces of safety, healing, and hospitality
- 4.6 Report concerns about misconduct, abuse, discrimination, or unethical behaviour
- 4.7 Manage financial resources with openness and responsibility
- 4.8 Protect children, young people, and vulnerable adults in line with diocesan child safety policy and legal obligations
- 4.9 Not use prohibited substances while engaged in Church work
- 4.10 Keep all pastoral, sacramental, and administrative matters confidential, except when disclosure is required by law or ethics
- 4.11 Communicate with honesty and respect, especially when acting on behalf of the Diocese

5. Accountability

I acknowledge that breaches of this Code may lead to disciplinary action, temporary removal from duties, or dismissal, as set out in the diocesan Complaints Procedure. I agree to cooperate fully with any investigation and to respect the decisions of diocesan leaders.

Acknowledgement

I have read and understood this Code of Conduct, and I agree to uphold its principles:

Signature: _____

Name: _____

Date: _____

Role/Title: _____